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Industry Wage Survey: Millwork, September 1984

U.S. Department of Labor
Bureau of Labor Statistics
September 1985

Bulletin 2244

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Industry Wage Survey: Millwork, September 1984

U.S. Department of Labor
William E. Brock, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
September 1985

Bulletin 2244

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Preface

This bulletin summarizes the results of an occupational wage survey in the millwork industry in September 1984. A similar survey was conducted in June 1979.

Separate releases were issued earlier for: California, Florida, Illinois, New York, Ohio, Oregon, Pennsylvania, Texas, Washington, and Wisconsin. Copies of these reports are available from the Bureau or any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. David G. Larson of the Division of Occupational Pay and Employee Benefit Levels analyzed the survey data and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other reports currently available from the Bureau's program of industry wage studies are listed at the end of this bulletin, along with information on how to order.

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Millwork, September 1984

Earnings and benefits

Straight-time earnings of production and related workers in the millwork industry averaged $7.37 an hour in September 1984 (table 1).[1] Virtually all of the 50,419 production workers covered by the survey had earnings betweeen $3.35, the Federal minimum, and $13 an hour; the middle 50 percent earned from $5.45 to $8.47 (table 3).

The $7.37 average for all workers in September 1984 was nearly 33 percent higher than the $5.55 recorded by a previous survey in June 1979.[2] This increase, averaging 5.6 percent annually, compares with an annual increase of 6.6 percent in the Bureau's Employment Cost Index for nondurable goods manufacturing industries over the same period.

Regionally, average earnings in September 1984 fell between $5.40 and $5.70 in the Southeast, Southwest, and Border States. Elsewhere, the averages ranged from $6.51 in New England to $8.04 in the Great Lakes and $8.62 in the Pacific States (table 1). Together, the latter two regions accounted for 53 percent of the industry's production workers.

Among the 10 States for which data are published separately, average earnings ranged from less than $6 in Texas ($5.53) and Florida ($5.80) to $9.28 in California. Averages among the remaining States ranged from $7.22 (Ohio) to $8.60 (New York).

Among the product categories studied separately, plants primarily manufacturing windows had the highest average ($8.18); softwood doors, the lowest ($6.13). Workers in establishments primarily producing flush and molded doors averaged $7.55; and those producing interior woodwork, $7.46. These nationwide pay levels were influenced largely by the regional distribution of workers in each product category. For example, the Great Lakes, the second highest paying of the regions, accounted for three-fifths of the workers in plants primarily manufacturing windows, while the Southeast and the Southwest, the two lowest paying regions, accounted for none of the workers in this category. Where comparisons could be made, regional pay differences for a product category frequently were substantial.

Nationwide, wage levels were usually higher in metropolitan areas[3] than in nonmetropolitan areas and in establishments employing 250 workers or more than in smaller establishments. Workers in metropolitan areas—four-fifths of the industry's work force—averaged $7.48, 9 percent more than workers employed in nonmetropolitan areas ($6.86). Workers in establishments employing at least 250 workers (just over one-third of the work force) averaged $7.97, 20 percent more than those in plants with 100 to 249 workers ($6.63) and 11 percent more than those in plants with 8 to 99 workers ($7.21). Regionally, however, these patterns and pay differentials were not consistent. For example, workers in the smallest plant-size category averaged more than their counterparts in the middle size class (100-249) in 4 of the 6 regions permitting comparisons. This small-plant pay advantage ranged from 6 percent in the Middle Atlantic States to 21 percent in the Southwest.

Pay in establishments where a majority of the production workers were covered by labor-management agreements averaged $8.52 an hour, 25 percent more than those in nonunion establishments. Among the regions, the pay advantage for unionized production workers averaged from 10 percent in the Middle West to 41 percent in the Pacific and 53 percent in the Mountain States. The only exception to this wage pattern was in the Great Lakes, where workers in nonunion plants averaged $8.35, 8 percent more than their union counterparts.

Average hourly earnings for occupations selected to represent the industry's wage structure, workers' skills, and manufacturing operations are presented in table 4. Pay levels among these jobs, which accounted for slightly over one-half of the production workers, ranged from $5.24 for hand sanders and $5.42 for janitors to $9.15 for journeyman millworkers and $9.69 for millwrights. Assemblers of wood products (nearly one-fifth of the workers) averaged $7.47.

Occupational pay levels were typically highest in the Pacific States and lowest in the Southeast. Pay relationships, however, varied widely by occupation. For exam-

[1] Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for scope and method of survey and for definition of terms used in this report. Appendix B contains the job descriptions used in classifying workers in survey jobs.

[2] For a report on the previous survey, see *Industry Wage Survey: Millwork, June 1979*, BLS Bulletin 2083 (Bureau of Labor Statistics, 1980).

[3] Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through June 1983.

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ple, general utility maintainers in the Pacific States averaged 21 percent more than the national average while their counterparts in the Great Lakes averaged 2 percent less. Conversely, hand sanders in the latter region averaged 28 percent above the national average while in the Pacific States they averaged 9 percent less.

Occupational pay levels also were compared by size of community (table 5), size of establishment (table 6), and labor-management contract coverage (table 7). Nationwide, occupational averages were generally 20 to 30 percent higher in metropolitan than in nonmetropolitan areas; 10 to 30 percent more in plants with at least 250 workers than in plants with 8 to 99 workers; and 25 to 40 percent higher in plants with union contracts than in nonunion plants. Where regional comparisons were possible by size of community and size of establishment, the national patterns were often reversed.

Virtually all production workers were in establishments providing paid holidays and paid vacations (tables 22-23). Although the provisions varied widely by region, a range of 6 to 11 holidays, annually, covered most of the workers. Typical vacation provisions included 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and at least 3 weeks after 10 years. Slightly under one-half of the production workers could receive 4 weeks or more after 20 years of service.

Similarly, hospitalization, surgical, medical, and major medical insurance were available to nearly all of the production workers (table 24). Life insurance was available to nine-tenths of the work force; accidental death and dismemberment, seven-tenths; and sickness and accident and dental insurance, each about one-half. Long-term disability insurance, a less frequently available benefit, covered nearly one-tenth. Employers typically paid the total cost of these health and insurance plans.

Retirement pension plans (in addition to Federal Social Security) covered slightly over one-half of the industry's work force, and were usually wholly financed by the employer. Retirement severance plans applied to nearly one-tenth.

Provisions for paid funeral leave and jury-duty pay covered approximately two-thirds and three-fifths of the workers, respectively (table 25). Plans for technological severance pay and automatic cost-of-living adjustments each applied to less than one-tenth of the workers.

Industry characteristics

The 1,039 millworking establishments within the scope of the survey (those having 8 workers or more) employed an estimated 50,400 production workers in September 1984. (See table A-1.) This was nearly 15 percent more than the 43,900 covered by the June 1979 survey. Employment increased the most, on a percentage basis, in New England (31 percent) and the Southeast (27 percent); the smallest increases (less than 5 percent) were in the Middle West and the Southeast. Only the Mountain States lost employment—down 4 percent to 2,485 workers.

In September 1984, the Great Lakes and Pacific regions accounted for 27 and 25 percent of the production workers, respectively. The Southeast and Southwest each accounted for about 10 percent. The remaining five regions each had 7 percent or less of the production work force.

Nearly three-fifths of the industry's production workers were in the 10 States studied separately. Employment in these States ranged from about 900 in Pennsylvania to over 4,500 in Oregon (4,644), Wisconsin (4,933), Texas (5,320), and California (5,987).

Millwork establishments manufacture a variety of products including interior and exterior doors, windows (frames or complete units), stairs, and interior and exterior ornamental woodwork. Three-tenths of the production workers in September 1984 were employed by manufacturers whose primary product was interior woodwork; one-fourth were employed by those primarily manufacturing windows. Nearly one-fifth of the workers were in plants where interior doors (softwood) were the major product, and one-eighth were in plants producing flush and molded exterior doors. The remainder of the production workers were involved principally in the manufacture of window and door sash, stairs, and exterior woodwork. Nearly seven-tenths of the workers were in establishments also producing millwork items other than their primary product, while the remaining three-tenths were involved with single-product lines.

Just over nine-tenths of the production workers were paid on a time-rate basis, typically under formal plans providing either a single rate or a range of rates for specified occupations. Time rates for one-fifth of the workers, however, were based on their individual qualifications. Incentive pay plans were significant only in the Great Lakes, where they applied to one-fifth of the workers (table 18).

Slightly more than nine-tenths of the production workers were in establishments with weekly schedules of 40 hours (table 19). Most of the remaining workers (6 percent) were on longer schedules, which were recorded in each of the regions.

Establishments having provisions for second-shift work employed just over three-fifths of the workers; those having third-shift provisions employed three-tenths (table 20). Only one-eighth of the production workers, however, were actually employed on second shifts at the time of the survey. Their premium pay above day-shift rates most often ranged from 10 to 20 cents per hour. Operation of third shifts was rare.

Slightly over three-tenths of the workers were employed in establishments having collective bargaining

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agreements covering a majority of the production workers. On a regional basis, collective bargaining agreement coverage ranged from slightly less than one-tenth of the workers in the Southeast and Southwest to nearly two-thirds in the Middle Atlantic region. In the two major regions—the Great Lakes and the Pacific States—the proportions of workers in union establishments were nearly one-half and two-fifths, respectively. The predominant union in the industry is the United Brotherhood of Carpenters and Joiners (AFL-CIO).

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Table 1. Average hourly earnings by selected characteristics

(Number of production workers and average straight-time hourly earnings[1] in millwork manufacturing establishments, United States and regions,[2] September 1984)

Characteristic	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers[3]	50,419	$7.37	1,190	$6.51	3,260	$7.61	2,057	$5.69	5,184	$5.41	6,209	$5.61	13,861	$8.04	3,371	$7.73	2,485	$6.70	12,802	$8.62
Men	38,118	7.46	1,100	6.62	3,128	7.70	1,507	5.93	4,427	5.52	5,001	5.81	9,203	8.20	–	–	2,120	6.82	10,291	8.81
Women	–	–	90	5.20	132	5.53	550	5.04	697	4.79	1,208	4.77	–	–	–	–	365	6.06	–	–
Size of community:																				
Metropolitan areas[4]	41,428	7.48	1,027	6.76	2,673	7.60	–	–	2,996	5.41	6,209	5.61	13,861	8.04	774	7.93	1,951	6.45	11,103	8.70
Nonmetropolitan areas	8,991	6.66	163	4.94	587	7.64	1,223	5.58	2,188	5.40	–	–	–	–	–	–	534	7.63	1,699	8.07
Size of establishment:																				
8-99 workers	21,662	7.21	969	6.68	1,846	7.81	732	5.76	3,920	5.51	2,597	6.22	3,725	6.98	1,216	7.46	1,314	6.62	5,343	9.27
100-249 workers	10,326	6.63	–	–	1,414	7.34	396	5.99	1,012	5.13	2,202	5.14	1,522	7.28	–	–	930	7.00	2,308	7.94
250 workers or more	18,431	7.97	–	–	–	–	–	–	–	–	1,410	5.22	8,614	8.60	–	–	–	–	5,151	8.25
Labor-management contracts:																				
Establishments with —																				
Majority of workers covered	16,035	8.52	212	7.68	2,135	8.07	–	–	–	–	510	6.25	6,608	7.70	512	8.35	397	9.47	4,853	10.51
None or minority of workers covered	34,384	6.83	978	6.26	1,125	6.72	1,644	5.58	4,789	5.40	5,699	5.55	7,253	8.35	2,859	7.62	2,088	6.18	7,949	7.46
Primary product:																				
Flush and molded doors	6,290	7.55	–	–	395	5.75	–	–	579	5.22	1,385	5.12	1,561	7.43	–	–	89	6.02	2,114	10.37
Softwood doors	9,453	6.13	176	5.88	939	6.93	–	–	1,749	4.80	2,471	5.14	1,226	6.72	376	8.38	378	6.66	1,934	7.53
Windows	13,321	8.18	471	6.36	533	6.81	–	–	–	–	–	–	7,903	8.68	–	–	441	7.89	861	8.95
Interior woodwork	14,617	7.46	174	8.21	759	10.21	–	–	1,565	6.26	1,102	7.21	2,569	7.13	647	7.51	1,392	6.36	5,984	7.94

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

[3] Overall data include primary products in addition to those shown separately.

[4] Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through June 1983.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria.

Table 2. Average hourly earnings and employment characteristics—selected States

(Number and average straight-time hourly earnings [1] and percent distribution of production workers by selected characteristics in millwork manufacturing establishments, September 1984)

State	Number of workers	Average hourly earnings	Percent of production workers in establishments according to—									
			Primary product[2]				Size of community		Size of establishment			Majority covered by union contract[3]
			Flush and molded doors	Softwood doors	Windows	Interior woodwork	Metropolitan areas[4]	Nonmetropolitan areas	8-249 workers	250 - 499 workers	500 workers or more	
California	5,987	$8.28	12	10	5	55	100	-	74	26	-	55-59
Florida	1,215	5.80	12	48	-	28	62	38	79	21	-	10-14
Illinois	1,137	8.11	6	4	40	41	100	-	75	25	-	50-54
New York	1,090	8.60	31	-	13	45	100	-	100	-	-	70-74
Ohio	2,090	7.22	-	5	55	27	100	-	81	19	-	55-59
Oregon	4,644	7.94	17	9	11	48	63	37	40	25	35	15-19
Pennsylvania	891	7.30	7	27	21	23	58	42	100	-	-	55-59
Texas	5,320	5.53	23	44	-	14	100	-	73	18	9	5-9
Washington	2,143	8.22	30	42	4	22	100	-	63	14	23	30-34
Wisconsin	4,933	7.27	21	8	55	16	100	-	16	59	24	75-79

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Overall data include primary products in addition to those shown separately.

[3] Data relate to the percent of production workers in each State where labor-management agreements covered a majority of such workers. Estimates are presented in 5-percent bands.

[4] Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through June 1983.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

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Table 3. Earnings distribution: All production workers

(Percent distribution of production workers in millwork manufacturing establishments by straight-time hourly earnings,[1] United States, regions, and selected States,[2] September 1984)

Hourly earnings	United States	Region									State									
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	California	Florida	Illinois	New York	Ohio	Oregon	Pennsylvania	Texas	Washington	Wisconsin
Number of workers	50,419	1,190	3,260	2,057	5,184	6,209	13,861	3,371	2,485	12,802	5,987	1,215	1,137	1,090	2,090	4,644	891	5,320	2,143	4,933
Average (mean) earnings[3]	$7.37	$6.51	$7.61	$5.69	$5.41	$5.61	$8.04	$7.73	$6.70	$8.62	$9.28	$5.80	$8.11	$8.60	$7.22	$7.94	$7.30	$5.53	$8.22	$7.27
Median	7.10	6.00	7.15	5.65	5.18	5.15	7.45	8.36	6.15	8.28	8.99	5.50	7.53	7.64	6.86	7.60	7.25	5.00	8.02	7.45
Middle range:																				
First quartile	5.45	5.00	5.50	4.72	4.32	4.25	6.80	6.00	5.35	6.63	7.09	4.50	5.50	5.45	5.53	6.58	5.90	4.15	6.75	7.04
Third quartile	8.47	7.50	8.83	6.35	6.05	6.41	8.21	8.93	7.50	10.03	10.47	6.70	9.64	12.25	8.35	9.15	8.01	6.25	9.75	7.76
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$3.35 and under $3.50	1.7	–	.1	.1	3.7	5.1	.3	1.1	.8	2.0	2.8	3.1	1.1	–	.6	1.7	–	5.8	–	.2
$3.50 and under $4.00	3.6	1.9	.9	2.5	11.6	11.8	.7	2.7	1.0	1.1	2.3	5.5	1.9	1.1	1.0	–	.9	12.7	–	1.2
$4.00 and under $4.50	5.8	9.9	4.4	9.8	14.6	13.1	2.1	2.6	7.4	2.5	3.7	14.4	10.6	7.8	2.0	1.8	1.9	13.6	.7	.6
$4.50 and under $5.00	6.1	12.8	7.3	19.9	13.6	12.8	2.1	2.0	7.0	1.8	2.5	14.7	3.2	6.6	4.6	1.2	3.3	13.1	1.1	.5
$5.00 and under $5.50	8.8	13.9	11.7	13.7	15.7	13.4	3.9	12.1	11.8	5.7	5.4	10.7	7.7	12.1	15.9	5.5	15.5	14.3	7.2	1.2
$5.50 and under $6.00	6.8	8.7	8.2	16.3	11.9	7.6	4.8	4.4	15.0	3.3	3.3	14.5	4.4	10.0	8.3	3.8	4.4	7.8	2.3	4.7
$6.00 and under $6.50	7.6	9.2	7.3	18.8	7.8	12.1	6.9	3.5	12.6	4.4	2.4	9.3	1.3	2.8	7.8	7.4	10.2	10.1	3.7	3.8
$6.50 and under $7.00	6.9	11.6	7.3	7.1	5.2	7.0	8.2	3.6	10.6	5.9	1.5	6.8	3.7	3.4	15.6	9.2	9.4	6.4	11.4	11.3
$7.00 and under $7.50	12.4	5.8	10.5	5.2	5.1	5.1	25.8	4.8	6.6	9.8	3.7	4.7	6.9	5.4	8.1	14.0	17.2	5.0	17.9	31.2
$7.50 and under $8.00	8.1	4.3	9.2	3.3	4.1	2.1	15.7	2.4	6.2	7.0	7.4	3.2	25.0	3.8	6.8	8.0	11.3	2.0	4.1	30.8
$8.00 and under $8.50	7.4	4.1	5.4	1.2	2.4	1.9	7.4	19.0	2.3	12.0	8.6	2.7	1.9	1.8	6.1	15.8	2.8	1.6	12.9	12.7
$8.50 and under $9.00	4.2	3.5	4.2	.5	2.0	1.3	1.8	20.3	2.7	5.7	6.4	4.5	1.8	1.4	4.1	4.8	2.8	.8	5.8	1.4
$9.00 and under $9.50	3.6	3.3	3.1	.1	.4	.6	1.5	11.3	2.7	7.7	10.2	1.1	2.2	2.8	4.3	4.7	5.9	.5	6.8	.3
$9.50 and under $10.00	2.6	1.7	3.2	.8	.5	1.1	1.6	2.4	3.2	5.6	8.3	1.0	4.7	5.6	5.3	3.5	3.3	.9	1.9	–
$10.00 and under $10.50	2.5	1.8	1.9	.3	.7	1.1	.9	1.5	4.7	6.0	7.5	1.8	1.4	2.6	1.7	5.0	1.9	.8	4.1	–
$10.50 and under $11.00	2.3	1.5	1.4	.3	(4)	.6	1.0	.7	2.9	6.3	6.2	.2	1.1	.7	3.1	5.4	2.5	.6	8.6	–
$11.00 and under $11.50	1.6	3.5	1.2	–	.3	1.1	.9	3.0	.4	3.2	3.0	1.1	.3	.2	1.4	2.8	3.4	1.2	4.5	–
$11.50 and under $12.00	1.2	.8	.6	–	(4)	1.1	1.3	2.0	.6	2.0	.5	.2	1.7	.2	.4	2.7	1.8	1.2	4.6	–
$12.00 and under $12.50	1.9	1.2	6.4	–	.1	1.3	2.7	.8	.4	2.0	2.3	.5	13.0	18.0	1.4	1.9	.8	1.5	1.3	–
$12.50 and under $13.00	1.0	.1	1.1	–	.2	–	2.6	–	.1	.7	1.0	–	.8	.2	.4	.5	.3	–	.2	–
$13.00 and under $13.50	.9	.2	.8	–	–	–	2.9	.1	(4)	.3	.4	–	–	1.7	–	.1	.2	–	.4	–
$13.50 and under $14.00	.7	.2	.3	–	–	–	2.1	–	1.0	.2	.2	–	–	.9	–	.1	–	–	.3	–
$14.00 and under $14.50	.6	–	3.1	–	(4)	–	1.0	–	–	.4	.9	.1	–	9.4	–	–	–	–	–	–
$14.50 and under $15.00	.2	–	–	–	(4)	–	.3	–	–	.4	.9	–	–	–	–	–	–	–	–	–
$15.00 and under $15.50	.2	–	.2	–	–	–	.4	–	.1	.2	.5	–	–	.5	–	–	–	–	–	–
$15.50 and under $16.00	.3	.1	.1	–	–	–	.2	–	–	.8	1.7	–	–	.2	–	–	.2	–	–	–
$16.00 and over	1.0	–	.3	–	–	–	.8	–	–	2.9	6.2	–	5.4	.9	1.0	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] For definitions of regions, see footnote 1, table A-1, appendix A.
[3] See appendix A for definitions of means, medians, and middle ranges.
[4] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

Table 4. Occupational averages: All establishments

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation and sex	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	9,089	$7.47	273	$5.33	735	$7.68	255	$5.49	1,211	$5.55	753	$5.80	4,267	$8.49	795	$7.59	269	$6.17	531	$8.28
Men	6,301	7.56	249	5.39	696	7.79	188	5.72	1,027	5.68	576	6.21	–	–	–	–	237	6.24	519	8.34
Women	–	–	24	4.69	39	5.76	67	4.84	174	4.86	177	4.45	–	–	–	–	–	–	12	5.82
Boring-machine operators	285	7.22	–	–	10	6.53	–	–	34	5.92	61	6.21	55	7.49	–	–	15	7.02	54	10.61
Men	253	7.29	–	–	10	6.53	–	–	34	5.92	58	6.22	40	8.10	–	–	13	6.94	48	10.58
Cut-off saw operators	2,114	7.25	15	5.57	32	5.83	40	5.57	117	4.88	263	5.23	342	6.89	133	7.61	201	6.62	971	8.43
Men	1,385	7.25	10	5.49	26	6.00	34	5.68	77	4.87	195	5.11	–	–	–	–	137	6.55	702	8.46
Women	–	–	–	–	6	5.10	6	4.90	40	4.90	68	5.56	–	–	–	–	64	6.76	–	–
Gluers, rough stock	750	6.78	10	5.55	37	7.01	26	6.74	49	4.70	142	5.02	252	7.22	54	7.76	30	6.56	150	8.10
Men	539	6.62	8	5.81	37	7.01	24	6.85	46	4.76	106	5.20	157	7.32	–	–	27	6.64	–	–
Women	–	–	–	–	–	–	–	–	–	–	36	4.50	–	–	–	–	–	–	–	–
Janitors	468	5.42	9	5.72	51	5.65	27	4.66	57	4.11	87	4.56	120	6.40	30	5.69	14	4.99	73	5.94
Men	406	5.35	9	5.72	50	5.66	21	4.76	52	4.09	80	4.56	87	6.54	–	–	13	4.98	71	5.81
Women	–	–	–	–	–	–	6	4.33	–	–	7	4.50	–	–	–	–	–	–	–	–
Lathe operators, automatic	183	7.29	–	–	11	5.64	–	–	–	–	12	6.45	–	–	–	–	–	–	–	–
Men	152	7.29	–	–	11	5.64	–	–	–	–	12	6.45	–	–	–	–	–	–	–	–
Set up and operate	136	7.76	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	107	7.83	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	47	5.93	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	809	8.15	10	7.46	37	8.03	49	6.70	69	6.82	84	7.84	272	7.95	87	8.05	47	7.99	154	9.90
Men	739	8.09	10	7.46	37	8.03	49	6.70	69	6.82	84	7.84	248	7.92	–	–	47	7.99	145	9.97
Millworkers, journeyman	2,237	9.15	124	8.92	357	9.55	87	5.65	404	6.95	265	10.44	462	10.29	68	8.77	193	8.61	277	10.34
Millwrights	210	9.69	–	–	–	–	–	–	13	8.52	–	–	67	8.88	–	–	–	–	82	11.11
Men	–	–	–	–	–	–	–	–	13	8.52	–	–	–	–	–	–	–	–	–	–
Molding-machine operators	1,684	8.03	24	7.34	56	6.12	–	–	168	6.09	173	6.26	269	7.42	99	8.10	117	7.71	764	9.32
Men	1,434	8.11	23	7.41	55	6.10	–	–	155	6.23	148	6.46	–	–	–	–	98	7.77	672	9.43
Women	–	–	–	–	–	–	–	–	13	4.39	25	5.07	–	–	–	–	19	7.41	–	–
Set up and operate	953	8.81	19	7.88	41	6.38	–	–	86	7.00	79	7.18	163	7.59	92	8.23	50	8.51	422	10.40
Men	871	8.84	19	7.88	40	6.35	–	–	86	7.00	77	7.21	133	7.56	–	–	50	8.51	405	10.39
Operate only	731	7.01	–	–	15	5.42	–	–	82	5.13	94	5.49	106	7.17	–	–	67	7.11	342	7.99
Men	563	6.98	–	–	15	5.42	–	–	69	5.27	71	5.65	–	–	–	–	48	6.99	267	7.97
Women	–	–	–	–	–	–	–	–	13	4.39	23	4.99	–	–	–	–	19	7.41	–	–
Mortising machine operators	164	6.93	–	–	10	7.37	–	–	21	5.60	33	6.03	39	8.06	–	–	–	–	16	9.78
Men	136	7.28	–	–	10	7.37	–	–	20	5.69	33	6.03	36	8.17	9	7.10	–	–	15	9.86
Off-bearers, machine	2,408	6.51	21	5.58	24	5.95	43	5.19	161	4.29	394	4.44	510	6.93	82	6.83	142	6.09	1,031	7.57
Men	1,840	6.50	20	5.63	22	6.03	36	5.35	133	4.33	317	4.41	341	7.09	–	–	107	5.87	820	7.55
Women	–	–	–	–	–	–	–	–	–	–	77	4.56	–	–	–	–	35	6.79	–	–
Planer operators	254	6.91	–	–	–	–	–	–	58	5.34	23	4.89	49	7.17	–	–	–	–	76	8.55
Men	241	6.87	–	–	–	–	–	–	58	5.34	19	5.09	46	7.19	–	–	–	–	71	8.37
Set up and operate	145	7.50	–	–	–	–	–	–	32	5.92	13	5.46	32	7.25	–	–	–	–	41	9.79
Operate only	109	6.11	–	–	–	–	–	–	26	4.62	–	–	17	7.01	–	–	–	–	35	7.09
Men	99	6.04	–	–	–	–	–	–	26	4.62	–	–	–	–	–	–	–	–	32	8.77

See footnotes at end of table.

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Table 4. Occupational averages: All establishments—Continued

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation and sex	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Power-truck operators	1,826	$7.44	9	$6.83	85	$6.87	88	$6.17	141	$5.56	180	$5.43	551	$7.40	135	$7.52	78	$7.18	559	$8.92
Men	1,507	7.34	9	6.83	85	6.87	87	6.19	130	5.60	177	5.40	422	7.34	–	–	78	7.18	472	9.01
Forklift operators	1,708	7.38	9	6.83	85	6.87	86	6.16	137	5.59	180	5.43	483	7.32	131	7.54	73	6.94	524	8.90
Men	1,419	7.27	9	6.83	85	6.87	85	6.17	130	5.60	177	5.40	376	7.23	–	–	73	6.94	441	9.01
Other than forklift	118	8.29	–	–	–	–	–	–	–	–	–	–	68	7.96	–	–	–	–	–	–
Men	88	8.56	–	–	–	–	–	–	–	–	–	–	46	8.20	–	–	–	–	–	–
Rip-saw operators	768	7.32	14	6.86	31	6.24	–	–	89	4.75	134	5.37	127	7.16	22	7.06	65	7.00	254	9.79
Men	693	7.40	14	6.86	30	6.28	–	–	85	4.76	111	5.41	107	7.15	22	7.06	60	7.14	232	9.92
Women	–	–	–	–	–	–	–	–	–	–	23	5.19	–	–	–	–	–	–	19	8.19
Router operators	236	7.26	–	–	19	6.80	–	–	33	5.54	50	5.68	51	7.74	25	8.08	8	6.20	40	10.26
Men	204	7.22	–	–	19	6.80	–	–	33	5.54	49	5.70	45	7.85	–	–	8	6.20	34	10.17
Sanders, hand	435	5.24	–	–	22	8.49	–	–	27	4.49	23	4.79	60	6.73	–	–	36	4.59	253	4.79
Men	324	5.15	–	–	22	8.49	–	–	17	4.94	11	4.58	25	6.27	–	–	27	4.70	215	4.78
Women	106	5.37	–	–	–	–	–	–	–	–	12	4.98	–	–	–	–	–	–	38	4.83
Sanders, machine	427	6.37	–	–	61	5.84	–	–	27	5.43	89	5.08	62	6.90	23	7.03	8	6.49	141	7.23
Men	356	6.31	–	–	61	5.84	–	–	25	5.51	69	5.13	50	6.79	–	–	8	6.49	–	–
Women	–	–	–	–	–	–	–	–	–	–	20	4.89	–	–	–	–	–	–	–	–
Belt	310	6.24	–	–	45	5.65	–	–	24	5.52	72	4.98	52	6.85	18	6.56	–	–	81	7.37
Men	269	6.28	–	–	45	5.65	–	–	24	5.52	52	5.02	–	–	14	7.25	–	–	75	7.30
Women	–	–	–	–	–	–	–	–	–	–	20	4.89	–	–	–	–	–	–	–	–
Other than belt	117	6.71	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	60	7.03
Shaper operators, automatic	223	7.23	–	–	17	9.24	–	–	22	6.20	34	6.35	38	6.44	–	–	–	–	89	7.61
Men	209	7.32	–	–	17	9.24	–	–	20	6.35	31	6.48	33	6.39	–	–	–	–	85	7.66
Set up and operate	110	8.54	–	–	16	9.51	–	–	12	7.19	15	8.11	27	6.85	–	–	–	–	17	12.55
Operate only	113	5.95	–	–	–	–	–	–	10	5.01	–	–	–	–	–	–	–	–	72	6.44
Men	101	5.96	–	–	–	–	–	–	8	5.09	–	–	–	–	–	–	–	–	68	6.46
Shaper operators, hand	70	7.83	6	7.60	–	–	–	–	22	7.59	–	–	12	7.36	–	–	–	–	19	8.58
Men	–	–	6	7.60	–	–	–	–	22	7.59	–	–	–	–	–	–	–	–	–	–
Set up and operate	58	7.85	–	–	–	–	–	–	–	–	–	–	12	7.36	–	–	–	–	–	–
Operate only	12	7.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	438	7.44	11	7.51	12	6.73	17	5.71	43	5.80	58	5.43	148	7.99	58	8.25	14	7.57	77	8.68
Men	330	7.40	11	7.51	12	6.73	13	5.55	32	6.17	51	5.42	–	–	–	–	12	8.02	73	8.59
Women	–	–	–	–	–	–	–	–	11	4.71	7	5.54	–	–	–	–	–	–	–	–
Set up and operate	282	7.80	10	7.66	8	7.12	8	5.69	31	5.94	35	6.23	89	8.40	50	8.57	10	8.09	41	8.82
Men	–	–	10	7.66	8	7.12	–	–	25	6.24	28	6.40	–	–	–	–	10	8.09	40	8.80
Women	–	–	–	–	–	–	–	–	–	–	7	5.54	–	–	–	–	–	–	–	–
Operate only	156	6.80	–	–	–	–	–	–	12	5.44	23	4.23	59	7.38	–	–	–	–	36	8.52
Men	129	6.79	–	–	–	–	–	–	7	5.92	23	4.23	–	–	–	–	–	–	33	8.33
Traveling-saw operators	78	6.87	–	–	–	–	–	–	19	5.56	19	6.28	7	7.16	16	8.12	6	7.51	9	8.04
Men	73	6.82	–	–	–	–	–	–	19	5.56	19	6.28	–	–	14	8.04	6	7.51	9	8.04

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

Table 5. Occupational averages by size of community

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	United States				New England		Middle Atlantic				Border States		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	7,570	$7.70	1,519	$6.31	227	$5.38	580	$7.64	155	$7.82	163	$5.30	744	$5.[illegible]3	467	$5.26
Boring-machine operators	207	7.66	78	6.00	–	–	–	–	–	–	–	–	17	5.72	17	6.13
Cut-off saw operators	1,647	7.17	467	7.52	12	5.85	28	5.76	–	–	34	5.44	41	4.61	76	5.03
Gluers, rough stock	612	6.59	138	7.60	–	–	17	6.85	20	7.14	14	5.92	34	4.72	15	4.65
Janitors	411	5.33	57	6.12	9	5.72	34	4.87	17	7.21	13	4.45	48	4.04	9	4.48
Lathe operators, automatic	119	7.79	64	6.35	–	–	11	5.64	–	–	–	–	–	–	–	–
Set up and operate	–	–	29	6.71	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	12	5.58	35	6.05	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	625	8.30	184	7.63	7	8.02	27	7.96	10	8.22	37	6.58	38	6.78	31	6.86
Millworkers, journeyman	1,883	9.56	354	6.85	120	9.01	319	9.68	–	–	81	5.57	231	6.94	173	6.97
Millwrights	154	9.75	56	9.52	–	–	–	–	–	–	–	–	11	8.61	–	–
Molding-machine operators	1,413	8.07	271	7.83	20	7.60	53	6.10	–	–	–	–	89	6.09	79	6.09
Set up and operate	836	8.86	117	8.47	17	8.07	38	6.36	–	–	–	–	52	7.20	34	6.71
Operate only	577	6.92	154	7.34	–	–	15	5.42	–	–	–	–	37	4.53	45	5.62
Mortising machine operators	110	7.35	54	6.10	–	–	–	–	–	–	–	–	–	–	16	5.99
Off-bearers, machine	1,866	6.45	542	6.74	20	5.63	15	5.46	9	6.75	39	5.25	83	4.34	78	4.24
Planer operators	219	7.07	35	5.85	–	–	–	–	–	–	–	–	32	5.34	26	5.33
Set up and operate	118	7.87	27	5.89	–	–	–	–	–	–	–	–	–	–	20	5.32
Operate only	101	6.14	8	5.74	–	–	–	–	–	–	–	–	20	4.39	–	–
Power-truck operators	1,386	7.49	440	7.30	8	7.10	48	6.40	37	7.49	56	6.10	61	5.46	80	5.63
Forklift operators	1,275	7.42	433	7.27	8	7.10	48	6.40	37	7.49	54	6.07	57	5.53	80	5.63
Other than forklift	111	8.21	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	656	7.52	112	6.16	14	6.86	27	6.43	–	–	–	–	48	4.75	41	4.76
Router operators	189	7.53	47	6.21	–	–	19	6.80	–	–	–	–	15	6.49	18	4.74
Sanders, hand	398	5.34	37	4.09	–	–	22	6.49	–	–	–	–	–	–	13	3.87
Sanders, machine	361	6.32	66	6.61	–	–	59	5.86	–	–	–	–	–	–	15	5.23
Belt	270	6.27	40	6.02	–	–	–	–	–	–	–	–	–	–	12	5.37
Other than belt	91	6.47	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, automatic	208	7.33	15	5.82	–	–	17	9.24	–	–	–	–	14	6.77	8	5.20
Set up and operate	100	8.81	10	5.83	–	–	16	9.51	–	–	–	–	8	8.19	–	–
Operate only	108	5.96	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, hand	56	8.00	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	45	8.00	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	11	8.03	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	341	7.41	97	7.58	10	7.68	10	6.71	–	–	11	6.00	19	5.89	24	5.72
Set up and operate	201	7.79	81	7.81	9	7.86	6	7.21	–	–	8	5.69	12	5.74	19	6.06
Operate only	140	6.85	16	6.42	–	–	–	–	–	–	–	–	–	–	–	–
Traveling-saw operators	57	7.05	21	6.38	–	–	–	–	–	–	–	–	–	–	8	5.60
Variety saw operators	351	5.99	27	7.13	–	–	34	7.32	–	–	–	–	13	4.70	9	5.99

See footnotes at end of table.

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Table 5. Occupational averages by size of community—Continued

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	Southwest		Great Lakes		Middle West		Mountain				Pacific			
	Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	753	$5.80	4,267	$8.49	186	$9.09	190	$6.22	–	–	531	$8.28	–	–
Boring-machine operators	61	6.21	55	7.49	–	–	13	6.60	–	–	54	10.61	–	–
Cut-off saw operators	263	5.23	342	6.89	25	6.38	162	6.35	39	$7.73	768	8.38	203	$8.63
Gluers, rough stock	142	5.02	252	7.22	–	–	21	6.13	9	7.56	114	7.64	–	–
Janitors	87	4.56	120	6.40	21	4.80	9	4.59	–	–	69	5.85	–	–
Lathe operators, automatic	12	6.45	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	84	7.84	272	7.95	20	8.66	25	7.91	22	8.08	140	9.88	14	10.07
Millworkers, journeyman	265	10.44	462	10.29	54	8.67	149	9.21	–	–	277	10.34	–	–
Millwrights	–	–	67	8.88	–	–	–	–	–	–	66	11.16	–	–
Molding-machine operators	173	6.26	269	7.42	59	8.27	101	7.21	–	–	643	9.42	121	8.79
Set up and operate	79	7.18	163	7.59	55	8.37	44	8.07	–	–	388	10.40	34	10.47
Operate only	94	5.49	106	7.17	–	–	57	6.54	–	–	255	7.94	87	8.13
Mortising machine operators	33	6.03	39	8.06	–	–	–	–	–	–	16	9.78	–	–
Off-bearers, machine	394	4.44	510	6.93	–	–	109	5.11	–	–	724	7.67	307	7.34
Planer operators	23	4.89	49	7.17	–	–	–	–	–	–	75	8.55	–	–
Set up and operate	13	5.46	32	7.25	–	–	–	–	–	–	40	9.82	–	–
Operate only	–	–	17	7.01	–	–	–	–	–	–	35	7.09	–	–
Power-truck operators	180	5.43	551	7.40	9	7.57	62	6.46	–	–	435	9.09	124	8.33
Forklift operators	180	5.43	483	7.32	–	–	62	6.46	–	–	400	9.07	124	8.33
Other than forklift	–	–	68	7.96	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	134	5.37	127	7.16	–	–	56	6.81	–	–	237	9.80	17	9.61
Router operators	50	5.68	51	7.74	–	–	8	6.20	–	–	36	10.23	–	–
Sanders, hand	23	4.79	60	6.73	–	–	20	5.58	–	–	253	4.79	–	–
Sanders, machine	89	5.08	62	6.90	–	–	8	6.49	–	–	122	7.15	–	–
Belt	72	4.98	52	6.85	–	–	–	–	–	–	80	7.36	–	–
Other than belt	–	–	–	–	–	–	–	–	–	–	42	6.75	–	–
Shaper operators, automatic	34	6.35	38	6.44	–	–	–	–	–	–	88	7.60	–	–
Set up and operate	15	8.11	27	6.85	–	–	–	–	–	–	17	12.55	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	71	6.42	–	–
Shaper operators, hand	–	–	12	7.36	–	–	–	–	–	–	19	8.58	–	–
Set up and operate	–	–	12	7.36	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	58	5.43	148	7.99	–	–	10	6.24	–	–	70	8.62	–	–
Set up and operate	35	6.23	89	8.40	–	–	7	6.81	–	–	37	8.75	–	–
Operate only	23	4.23	59	7.38	–	–	–	–	–	–	33	8.48	–	–
Traveling-saw operators	19	6.28	7	7.16	–	–	6	7.51	–	–	9	8.04	–	–
Variety saw operators	141	5.39	84	7.10	–	–	–	–	–	–	64	5.16	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

Table 6. Occupational averages by size of establishment

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	United States						New England		Middle Atlantic				Border States				Southeast			
	Establishments with—																			
	8-99 workers		100-249 workers		250 workers or more		8-99 workers		8-99 workers		100-249 workers		8-99 workers		100-249 workers		8-99 workers		100-249 workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	3,390	$6.82	1,672	$6.20	4,027	$8.54	158	$5.10	453	$8.16	282	$6.91	162	$5.31	–	–	826	$5.84	–	–
Boring-machine operators	179	6.90	57	8.02	49	7.46	–	–	–	–	–	–	–	–	–	–	33	5.90	–	–
Cut-off saw operators	739	6.66	603	7.33	772	7.75	14	5.57	24	5.69	8	6.25	–	–	–	–	70	4.41	45	$5.60
Gluers, rough stock	272	6.47	166	6.07	312	7.42	9	5.57	13	7.33	24	6.83	–	–	–	–	35	4.81	9	4.23
Janitors	246	4.93	87	5.32	135	6.39	7	5.70	37	5.53	14	5.98	–	–	–	–	51	4.06	–	–
Lathe operators, automatic	–	–	44	5.76	51	7.49	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	–	–	12	6.03	44	7.45	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	8	5.40	32	5.66	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	323	7.75	234	8.50	252	8.33	8	7.37	24	8.15	13	7.80	30	6.58	–	–	47	6.76	19	6.82
Millworkers, journeyman	1,908	9.42	231	7.73	98	7.17	113	9.10	237	10.33	120	8.01	–	–	29	$6.09	403	6.96	–	–
Millwrights	61	9.55	21	8.68	128	9.92	–	–	–	–	–	–	–	–	–	–	11	8.61	–	–
Molding-machine operators	896	8.32	316	7.30	472	7.96	22	7.35	51	6.12	–	–	–	–	–	–	128	6.34	40	5.27
Set up and operate	639	8.94	101	8.50	213	8.58	17	7.96	40	6.25	–	–	–	–	–	–	81	7.06	–	–
Operate only	257	6.79	215	6.74	259	7.46	–	–	11	5.61	–	–	–	–	–	–	47	5.10	35	5.16
Mortising machine operators	57	6.85	48	7.46	59	6.59	–	–	–	–	–	–	–	–	–	–	18	5.72	–	–
Off-bearers, machine	854	5.92	509	6.22	1,045	7.15	–	–	13	5.66	11	6.28	–	–	–	–	130	4.21	30	4.66
Planer operators	156	6.64	34	7.52	64	7.21	–	–	–	–	–	–	–	–	–	–	51	5.26	–	–
Set up and operate	95	7.35	16	7.70	34	7.85	–	–	–	–	–	–	–	–	–	–	29	5.90	–	–
Operate only	61	5.55	18	7.36	30	6.49	–	–	–	–	–	–	–	–	–	–	22	4.42	–	–
Power-truck operators	666	7.08	383	7.18	777	7.89	8	6.87	43	6.37	42	7.39	52	6.34	16	6.47	95	5.63	42	5.47
Forklift operators	658	7.09	374	7.13	676	7.81	8	6.87	43	6.37	42	7.39	52	6.34	14	6.41	91	5.68	42	5.47
Other than forklift	–	–	9	9.07	101	8.42	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	436	6.95	192	7.75	140	7.91	–	–	30	6.04	–	–	–	–	–	–	64	4.73	22	4.82
Router operators	115	6.56	69	7.42	52	8.61	–	–	–	–	11	7.48	–	–	–	–	24	5.89	9	4.59
Sanders, hand	238	5.09	48	5.27	149	5.45	–	–	18	8.44	–	–	–	–	–	–	20	4.74	–	–
Sanders, machine	239	6.03	66	5.96	122	7.25	–	–	52	5.66	9	6.90	–	–	–	–	19	5.60	7	4.95
Belt	187	5.82	52	5.64	71	7.77	–	–	–	–	7	6.39	–	–	–	–	16	5.78	7	4.95
Other than belt	52	6.76	14	7.14	51	6.53	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, automatic	110	7.65	32	8.07	81	6.33	–	–	15	9.60	–	–	–	–	–	–	16	6.67	–	–
Set up and operate	71	8.32	21	9.67	18	8.07	–	–	15	9.60	–	–	–	–	–	–	8	8.19	–	–
Operate only	39	6.42	11	5.03	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, hand	39	7.29	11	6.97	20	9.34	6	7.60	–	–	–	–	–	–	–	–	21	7.75	–	–
Set up and operate	34	7.18	–	–	19	9.22	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	6	6.60	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	116	6.82	122	6.53	200	8.36	9	7.64	6	7.32	6	6.15	–	–	–	–	30	6.07	12	5.08
Set up and operate	99	6.93	70	7.37	113	8.82	8	7.83	–	–	–	–	–	–	–	–	23	6.05	7	5.53
Operate only	17	6.14	52	5.40	87	7.77	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Traveling-saw operators	52	6.87	17	6.60	9	7.38	–	–	–	–	–	–	–	–	–	–	16	5.85	–	–
Variety saw operators	223	5.79	66	6.28	89	6.63	–	–	24	7.93	10	5.85	–	–	–	–	21	5.24	–	–

See footnotes at end of table.

BEST COPY AVAILABLE

BEST COPY AVAILABLE

Table 6. Occupational averages by size of establishment—Continued

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	Southwest						Great Lakes						Middle West		Mountain				Pacific					
	Establishments with—																							
	8-99 workers		100-249 workers		250 workers or more		8-99 workers		100-249 workers		250 workers or more		8-99 workers		8-99 workers		100-249 workers		8-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	361	$6.57	245	$4.88	–	–	549	$6.58	465	$6.92	3,253	$9.04	358	$7.59	161	$6.31	101	$5.97	362	$8.94	56	10.07	–	–
Boring-machine operators	27	6.37	21	6.33	–	–	28	7.25	–	–	14	7.55	–	–	12	6.71	–	–	31	8.53	–	–	14	10.89
Cut-off saw operators	112	5.61	68	5.80	–	–	102	5.94	87	6.57	153	7.70	33	6.16	70	6.26	90	7.35	289	8.30	277	8.36	405	8.57
Gluers, rough stock	48	5.40	63	4.63	–	–	96	6.53	12	7.90	144	7.63	–	–	10	6.44	20	6.61	35	8.84	15	8.59	100	7.77
Janitors	45	4.42	28	4.62	14	$4.88	44	5.48	12	6.04	64	7.09	23	4.90	9	4.87	–	–	23	5.81	16	5.61	34	6.18
Lathe operators, automatic	12	6.45	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	25	7.63	37	8.19	22	7.49	79	7.37	52	8.55	141	8.05	28	8.12	21	7.27	22	8.81	61	9.50	63	10.00	30	10.50
Millworkers, journeyman	257	10.53	–	–	–	–	387	10.83	18	7.66	–	–	68	8.77	178	8.54	–	–	244	10.62	–	–	–	–
Millwrights	–	–	–	–	–	–	–	–	–	–	67	8.88	–	–	–	–	–	–	–	–	10	9.96	42	11.61
Molding-machine operators	59	7.01	59	5.57	55	6.21	102	7.04	18	7.14	149	7.72	61	8.30	68	7.97	37	7.75	405	9.85	143	8.67	216	8.75
Set up and operate	40	7.23	22	6.98	–	–	62	7.31	–	–	90	7.81	57	8.40	37	8.73	8	8.79	305	10.52	50	9.70	67	10.37
Operate only	19	6.54	37	4.73	–	–	40	6.63	–	–	59	7.57	–	–	31	7.07	29	7.46	100	7.81	93	8.11	149	8.03
Mortising machine operators	–	–	16	5.90	–	–	–	–	–	–	26	8.30	–	–	–	–	–	–	–	–	6	12.61	–	–
Off-bearers, machine	131	4.69	126	4.66	–	–	144	5.49	76	6.67	290	7.72	43	7.38	70	5.09	61	7.39	306	7.38	162	7.30	583	7.75
Planer operators	8	5.04	–	–	–	–	16	6.53	8	7.55	25	7.45	–	–	–	–	–	–	42	8.62	7	8.96	27	8.33
Set up and operate	–	–	–	–	–	–	13	6.81	–	–	19	7.55	–	–	–	–	–	–	28	8.51	–	–	9	10.65
Operate only	–	–	–	–	–	–	–	–	8	7.55	–	–	–	–	–	–	–	–	14	6.83	–	–	18	7.16
Power-truck operators	52	5.63	81	5.40	47	5.28	167	6.57	64	7.83	320	7.74	37	7.13	33	6.81	36	7.81	179	9.13	92	8.95	288	8.76
Forklift operators	52	5.63	81	5.40	47	5.28	167	6.57	63	7.85	253	7.68	33	7.15	33	6.81	31	7.36	179	9.16	91	8.95	254	8.69
Other than forklift	–	–	–	–	–	–	–	–	–	–	67	7.98	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	82	5.35	38	5.53	–	–	51	6.26	–	–	65	7.95	15	7.95	35	7.05	26	6.95	126	9.68	80	10.24	48	9.31
Router operators	30	5.21	20	6.38	–	–	17	7.32	8	5.93	26	8.58	–	–	7	6.29	–	–	11	8.96	–	–	17	8.81
Sanders, hand	11	4.74	–	–	–	–	–	–	–	–	–	–	–	–	36	4.59	–	–	129	4.75	–	–	–	–
Sanders, machine	56	4.94	27	5.26	–	–	–	–	12	7.01	36	7.63	–	–	6	7.11	–	–	63	7.14	9	6.82	69	7.35
Belt	44	4.96	22	4.86	–	–	–	–	11	7.08	27	7.76	–	–	–	–	–	–	44	6.47	–	–	32	8.86
Other than belt	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	19	8.72	–	–	37	6.05
Shaper operators, automatic	–	–	9	5.77	–	–	–	–	–	–	16	7.98	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	–	–	–	–	–	–	–	–	–	–	16	7.98	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	15	5.59	43	5.38	–	–	–	–	16	6.78	122	8.14	20	7.64	–	–	–	–	13	7.55	23	8.52	41	9.12
Set up and operate	13	5.78	22	6.49	–	–	–	–	9	7.16	70	8.61	–	–	–	–	–	–	11	7.69	18	8.73	12	9.97
Operate only	–	–	21	4.22	–	–	–	–	7	6.30	52	7.52	–	–	–	–	–	–	–	–	–	–	29	8.77
Traveling-saw operators	11	6.31	–	–	–	–	–	–	–	–	–	–	14	8.04	–	–	–	–	–	–	–	–	–	–
Variety saw operators	113	5.48	18	5.69	–	–	35	6.31	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] For definition of regions, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

Table 7. Occupational averages by labor-management contract coverage

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	United States				New England		Middle Atlantic				Border States		Southeast		Southwest			
	Establishments with—																	
	Majority of workers covered		None or minority of workers covered		None or minority of workers covered		Majority of workers covered		None or minority of workers covered		None or minority of workers covered		None or minority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	2,249	$7.85	6,840	$7.35	266	$5.30	523	$8.00	212	$6.90	167	$5.25	1,149	$5.55	–	–	703	$5.74
Boring-machine operators	154	8.35	131	5.89	–	–	–	–	–	–	–	–	33	5.90	–	–	52	6.05
Cut-off saw operators	586	8.14	1,528	6.90	9	5.31	16	6.50	16	5.16	16	4.92	102	4.73	32	$6.28	231	5.08
Gluers, rough stock	252	7.61	498	6.36	–	–	20	7.61	17	6.29	–	–	47	4.67	11	5.70	131	4.96
Janitors	124	6.55	344	5.02	7	5.52	36	5.74	15	5.43	26	4.59	55	4.06	–	–	85	4.53
Lathe operators, automatic	41	7.28	142	7.29	–	–	–	–	–	–	–	–	–	–	–	–	12	6.45
Set up and operate	24	7.71	112	7.77	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	30	5.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	291	8.59	518	7.90	6	6.90	21	8.16	16	7.85	31	6.63	54	6.74	19	9.33	65	7.41
Millworkers, journeyman	930	10.82	1,307	7.95	72	8.09	269	9.70	88	9.09	78	5.45	404	6.95	–	–	265	10.44
Millwrights	101	9.77	109	9.62	–	–	–	–	–	–	–	–	13	8.52	–	–	–	–
Molding-machine operators	524	9.38	1,160	7.42	21	7.15	–	–	36	5.98	–	–	163	6.10	12	6.89	161	6.22
Set up and operate	358	9.89	595	8.17	–	–	–	–	22	6.54	–	–	85	7.01	–	–	71	7.16
Operate only	166	8.28	565	6.64	–	–	–	–	14	5.10	–	–	78	5.11	–	–	90	5.47
Mortising machine operators	54	8.39	110	6.22	–	–	–	–	–	–	–	–	21	5.60	–	–	29	5.86
Off-bearers, machine	629	7.51	1,779	6.16	–	–	15	6.29	9	5.38	–	–	150	4.21	–	–	327	4.33
Planer operators	74	8.43	180	6.28	–	–	–	–	–	–	–	–	57	5.31	–	–	21	4.85
Set up and operate	37	8.62	108	7.12	–	–	–	–	–	–	–	–	31	5.90	–	–	11	5.10
Operate only	37	8.24	72	5.02	–	–	–	–	–	–	–	–	26	4.62	–	–	–	–
Power-truck operators	712	8.16	1,114	6.98	9	6.83	55	7.03	30	6.59	55	5.80	119	5.58	23	6.30	157	5.31
Forklift operators	656	8.19	1,052	6.88	9	6.83	55	7.03	30	6.59	55	5.80	115	5.62	23	6.30	157	5.31
Other than forklift	56	7.89	62	8.65	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	260	9.02	508	6.46	–	–	9	5.84	22	6.40	–	–	86	4.72	6	6.81	128	5.31
Router operators	83	8.83	153	6.41	–	–	10	7.62	–	–	–	–	32	5.52	–	–	48	5.58
Sanders, hand	90	7.10	345	4.75	–	–	–	–	–	–	–	–	27	4.49	–	–	23	4.79
Sanders, machine	127	7.71	300	5.80	–	–	14	7.85	47	5.24	–	–	25	5.32	8	6.02	81	4.98
Belt	98	7.56	212	5.62	–	–	11	6.56	–	–	–	–	22	5.41	–	–	68	5.00
Other than belt	29	8.19	88	6.22	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, automatic	69	9.33	154	6.29	–	–	–	–	–	–	–	–	22	6.20	–	–	32	6.23
Set up and operate	54	10.04	56	7.08	–	–	–	–	–	–	–	–	12	7.19	–	–	–	–
Operate only	15	6.76	98	5.83	–	–	–	–	–	–	–	–	10	5.01	–	–	–	–
Shaper operators, hand	25	9.19	45	7.07	6	7.60	–	–	–	–	–	–	22	7.59	–	–	–	–
Set up and operate	21	9.31	37	7.02	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	8	7.28	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	160	7.98	278	7.14	–	–	8	7.25	–	–	10	5.16	37	5.75	13	6.89	45	5.07
Set up and operate	101	7.85	181	7.77	–	–	–	–	–	–	–	–	26	5.90	–	–	24	5.86
Operate only	59	8.19	97	5.36	–	–	–	–	–	–	–	–	11	5.42	–	–	21	4.17
Traveling-saw operators	17	8.91	61	6.30	–	–	–	–	–	–	–	–	19	5.56	–	–	19	6.28
Variety saw operators	82	7.78	296	5.60	–	–	14	10.59	20	5.04	–	–	22	5.23	–	–	136	5.34

See footnotes at end of table.

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Table 7. Occupational averages by labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings[1] in selected occupations in millwork manufacturing establishments, United States and regions,[2] September 1984)

Occupation	Great Lakes				Middle West				Mountain		Pacific			
	Establishments with—													
	Majority of workers covered		None or minority of workers covered		Majority of workers covered		None or minority of workers covered		None or minority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, wood products	1,079	$7.47	3,188	$8.84	176	$8.39	619	$7.36	229	$6.02	224	$10.78	307	$6.46
Boring-machine operators	53	7.50	–	–	–	–	–	–	9	6.67	41	12.07	–	–
Cut-off saw operators	193	7.19	149	6.50	–	–	126	7.60	181	6.23	273	9.36	698	8.07
Gluers, rough stock	149	7.14	103	7.34	–	–	45	7.75	21	5.85	40	10.06	110	7.39
Janitors	42	6.65	78	6.26	9	5.79	21	5.65	11	5.20	27	8.13	46	4.65
Lathe operators, automatic	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	133	8.01	139	7.88	13	8.55	74	7.97	40	7.53	61	10.47	93	9.52
Millworkers, journeyman	315	11.06	147	8.64	–	–	34	6.77	116	7.17	174	12.54	103	6.62
Millwrights	40	8.34	27	9.68	–	–	–	–	–	–	48	11.61	34	10.40
Molding-machine operators	133	7.62	136	7.23	17	9.75	82	7.76	103	7.40	320	10.41	444	8.54
Set up and operate	77	7.78	86	7.41	14	10.62	78	7.80	48	8.40	234	10.94	188	9.74
Operate only	56	7.38	50	6.93	–	–	–	–	55	6.52	86	8.96	256	7.66
Mortising machine operators	27	7.73	12	8.80	–	–	–	–	–	–	7	12.38	–	–
Off-bearers, machine	256	7.15	254	6.71	19	8.09	63	6.44	108	5.10	208	8.75	823	7.27
Planer operators	37	7.43	12	6.35	–	–	–	–	–	–	25	9.83	51	7.92
Set up and operate	23	7.60	–	–	–	–	–	–	–	–	9	11.23	32	9.39
Operate only	14	7.16	–	–	–	–	–	–	–	–	16	9.04	19	5.44
Power-truck operators	326	7.45	225	7.33	10	7.35	125	7.54	63	6.42	228	10.00	331	8.18
Forklift operators	281	7.45	202	7.13	10	7.35	121	7.56	63	6.42	224	9.99	300	8.08
Other than forklift	45	7.39	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	61	7.51	66	6.84	8	9.51	–	–	57	6.70	136	10.66	118	8.79
Router operators	36	7.43	15	8.48	–	–	–	–	8	6.20	23	11.52	17	8.60
Sanders, hand	–	–	–	–	–	–	–	–	29	3.80	–	–	236	4.75
Sanders, machine	44	7.39	18	5.71	–	–	23	7.03	6	6.26	44	8.78	97	6.52
Belt	35	7.42	17	5.68	–	–	18	6.56	–	–	32	9.00	49	6.31
Other than belt	–	–	–	–	–	–	–	–	–	–	12	8.20	48	6.74
Shaper operators, automatic	25	6.93	–	–	–	–	–	–	–	–	20	12.38	69	6.22
Set up and operate	14	8.10	–	–	–	–	–	–	–	–	16	12.68	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	–	–	68	6.21
Shaper operators, hand	10	7.74	–	–	–	–	–	–	–	–	–	–	–	–
Set up and operate	10	7.74	–	–	–	–	–	–	–	–	–	–	–	–
Operate only	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators	76	7.75	72	8.24	–	–	53	8.49	10	6.24	36	9.81	41	7.68
Set up and operate	50	7.61	39	9.15	–	–	49	8.62	7	6.81	17	9.22	24	8.53
Operate only	26	7.64	–	–	–	–	–	–	–	–	19	10.33	17	6.49
Traveling-saw operators	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Variety saw operators	–	–	41	6.55	–	–	14	7.53	–	–	–	–	47	4.92

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

Table 8. Occupational earnings: California

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 16.00	16.00 and over
Assemblers, wood products	300	$8.06	12	3	11	3	7	3	4	1	1	4	1	2	1	2	34	1	(2)	(2)	4	–	–	–	–	–	–	6	–
Boring-machine operators	41	10.48	–	–	–	–	–	29	–	–	–	–	–	–	2	7	2	–	15	–	29	–	–	–	–	–	–	15	–
Cut-off saw operators	365	8.48	–	2	2	1	2	10	3	–	–	9	20	15	1	13	15	6	–	–	–	–	–	–	–	–	–	2	–
Gluers, rough stock	61	6.47	13	10	10	10	–	3	7	7	–	2	8	7	13	5	–	–	7	–	–	–	–	–	–	–	–	–	–
Janitors	45	5.81	40	4	–	–	–	11	–	2	7	11	7	7	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility	48	10.57	–	–	–	–	–	–	4	6	–	–	8	–	23	19	–	6	8	2	–	–	–	–	–	–	–	–	–
Millworkers, journeyman	176	10.27	–	–	17	–	5	2	5	1	1	–	19	1	6	2	1	–	1	–	3	–	–	–	–	25	–	–	–
Millwrights	41	10.92	–	–	–	–	–	–	–	–	–	–	–	–	12	–	5	54	–	10	20	–	–	–	–	–	17	14	7
Molding-machine operators	448	9.82	1	–	–	(2)	1	(2)	–	–	–	9	12	5	4	12	6	41	6	–	1	–	–	–	–	–	–	1	–
Set up and operate	284	10.75	–	–	–	–	–	–	–	–	–	–	–	4	1	8	9	64	10	–	1	–	–	–	–	–	–	1	–
Operate only	164	8.21	4	–	–	1	2	1	–	–	–	24	34	7	7	20	–	–	–	–	–	–	–	–	–	–	–	2	–
Off-bearers, machine	319	8.32	–	–	–	–	–	–	–	1	9	32	14	13	25	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Planer operators	32	8.44	13	6	6	–	–	–	–	–	–	3	3	9	–	16	31	3	–	–	9	–	–	–	–	–	–	–	–
Set up and operate	17	10.54	–	–	–	–	–	–	–	–	–	–	–	6	–	12	59	6	–	–	18	–	–	–	–	–	–	–	–
Operate only	15	6.06	27	13	13	–	–	–	–	–	–	7	7	13	–	20	–	–	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators	247	9.45	–	–	–	–	–	3	–	–	–	1	19	9	13	23	13	17	–	–	–	–	–	–	–	2	–	–	–
Forklift operators	216	9.50	–	–	–	–	–	4	–	–	–	1	21	10	2	25	15	19	–	–	–	–	–	–	–	3	–	–	–
Rip-saw operators	173	10.25	–	–	–	–	–	–	2	–	–	–	5	17	12	11	38	2	3	–	–	–	–	–	–	–	–	10	–
Router operators	24	10.06	–	–	–	–	25	–	–	–	33	–	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–
Sanders, hand	190	4.13	22	34	14	9	16	4	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	38	–
Sanders, machine	69	5.85	9	3	26	3	20	6	–	3	–	17	1	–	1	4	3	3	–	–	–	–	–	–	–	–	–	–	–
Belt	51	6.46	–	–	27	–	24	4	–	4	–	24	2	–	2	6	4	4	–	–	–	–	–	–	–	–	–	–	–
Shaper operators, automatic	71	7.16	6	3	3	8	14	3	8	6	3	31	–	–	–	6	1	–	–	–	–	–	–	–	–	–	–	8	–
Tenoner operators	39	8.13	–	10	–	–	–	26	–	–	21	–	–	–	–	23	3	–	10	–	–	–	–	–	–	–	–	8	–
Set up and operate	23	8.71	–	–	–	–	–	35	–	–	26	–	–	–	–	4	4	–	17	–	–	–	–	–	–	–	–	13	–
Operate only	16	7.29	–	25	–	–	–	13	–	–	13	–	–	–	–	50	–	–	–	–	–	–	–	–	–	–	–	–	–
Traveling-saw operators	9	8.04	–	–	–	–	–	–	22	11	11	11	–	–	33	11	–	–	–	–	–	–	–	–	–	–	–	–	–
Variety-saw operators	64	5.16	3	6	44	–	22	3	6	3	3	–	6	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

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Table 9. Occupational earnings: Florida

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 and over
Assemblers, wood products	285	$5.26	2	5	4	7	24	6	19	2	3	2	5	3	(2)	3	1	(2)	11	–	–	–	–	1	(2)	–	–	–	–
Men	219	5.58	1	3	1	4	23	8	19	2	4	3	6	4	(2)	4	1	(2)	14	–	–	–	–	2	(2)	–	–	–	–
Women	56	4.26	2	13	13	20	25	2	21	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cut-off saw operators	19	5.72	–	–	–	–	–	–	–	–	47	–	11	37	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	17	5.67	–	–	–	–	–	–	–	–	53	–	12	29	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Gluers, rough stock	18	4.86	–	19	19	–	25	13	–	–	–	–	–	13	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–
Men	13	5.11	–	15	8	–	31	15	–	–	–	–	–	15	–	–	–	15	–	–	–	–	–	–	–	–	–	–	–
Janitors	18	4.64	6	–	6	19	–	13	13	25	6	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	14	4.71	–	–	7	21	–	14	14	21	7	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility[3]	26	7.64	–	–	–	–	–	–	–	4	–	–	4	12	–	19	42	4	–	4	8	–	–	4	–	–	–	–	–
Millworkers, journeyman[3]	103	7.91	2	1	1	1	–	–	–	2	–	1	1	6	10	13	12	11	10	9	8	12	–	3	–	–	–	–	–
Molding-machine operators	13	6.84	–	15	–	–	–	–	–	–	–	15	–	–	46	–	–	–	8	–	–	–	–	8	8	–	–	–	–
Men	11	7.43	–	–	–	–	–	–	–	–	–	18	–	–	55	–	–	–	9	–	–	–	–	9	9	–	–	–	–
Off-bearers, machine	31	4.48	19	6	6	3	13	16	6	–	–	29	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Planer operators[3]	7	5.54	–	–	14	–	14	–	–	–	–	–	29	29	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators	43	5.60	–	2	–	2	2	16	9	2	2	5	23	7	28	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Forklift operators	39	5.72	–	3	–	3	3	8	10	3	3	5	26	8	31	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	34	5.77	–	3	–	–	3	6	12	3	3	3	29	6	32	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rip-saw operators	19	5.24	11	–	5	–	5	–	16	21	–	11	5	11	11	–	5	–	–	–	–	–	–	–	–	–	–	–	–
Men	17	5.46	–	–	6	–	6	–	18	24	–	12	6	12	12	–	6	–	–	–	–	–	–	–	–	–	–	–	–
Router operators[3]	17	6.71	–	–	–	12	–	–	–	–	–	–	12	47	–	18	–	–	–	–	–	–	–	–	–	12	–	–	–
Sanders, hand[3]	6	6.00	–	–	–	–	–	–	–	–	–	50	–	–	50	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tenoner operators[3]	9	6.26	–	–	–	–	–	–	56	–	–	11	–	11	11	–	–	–	–	–	–	–	–	–	–	–	–	–	11
Variety-saw operators[3]	6	5.62	–	17	–	–	–	–	–	17	–	17	–	33	–	–	17	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all men.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

Table 10. Occupational earnings: Illinois

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 4.00	4.00 and under 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 and over
Assemblers, wood products	191	$6.35	–	3	14	3	2	3	18	1	–	1	–	2	–	1	54	–	–	–	–	–	–	–	–	–	–	–	–
Men	115	6.48	–	4	7	1	2	2	26	–	–	1	–	–	–	1	57	–	–	–	–	–	–	–	–	–	–	–	–
Women	76	6.16	–	1	25	7	1	4	7	1	–	–	–	4	–	–	50	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	17	5.96	6	6	18	6	–	–	–	18	–	–	–	–	–	47	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	12	5.91	–	6	17	8	–	–	–	25	–	–	–	–	–	42	–	–	–	–	–	–	–	–	–	–	–	–	–
Millworkers, journeyman[2]	197	12.04	–	–	–	–	–	–	–	–	–	–	–	1	–	–	10	–	–	5	6	2	–	–	9	53	–	–	[3] 15
Molding-machine operators	18	7.06	–	–	–	17	–	–	–	–	–	6	17	17	–	–	28	–	–	6	–	6	–	–	6	–	–	–	–
Men	15	6.97	–	–	–	20	–	–	–	–	–	7	20	20	–	–	13	–	–	7	–	7	–	–	7	–	–	–	–
Set up and operate[2]	7	8.09	–	–	–	–	–	–	–	–	–	14	–	43	–	–	–	–	–	14	–	14	–	–	14	–	–	–	–
Off-bearers, machine	29	5.19	[4] 10	31	10	10	–	–	3	–	–	7	–	–	–	28	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	21	4.62	14	43	10	14	–	–	–	–	–	10	–	–	–	10	–	–	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators:																													
Men	36	6.81	–	–	25	–	–	–	–	–	–	–	–	–	–	17	58	–	–	–	–	–	–	–	–	–	–	–	–
Forklift operators:																													
Men	36	6.81	–	–	25	–	–	–	–	–	–	–	–	–	–	17	58	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
[3] All workers were at $15.75 and under $16.25.
[4] All workers were at $3.75 and under $4.00.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

Table 11. Occupational earnings: New York

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 4.50	4.50 and under 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50
Assemblers, wood products[2]	163	$10.11	9	2	–	2	6	1	–	–	–	–	–	6	–	1	–	3	–	1	7	3	–	–	1	57	–	2
Cut-off saw operators[2]	9	7.32	–	–	11	–	–	–	–	–	–	–	11	67	–	–	–	–	–	–	–	–	–	–	–	11	–	–
Janitors[2]	18	4.52	50	17	11	11	–	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility[2]	15	7.57	–	–	–	–	13	13	–	13	–	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Millworkers, journeyman[2]	133	11.07	–	–	–	–	–	–	2	–	5	2	–	2	–	–	–	–	–	7	–	40	–	–	–	–	–	–
Power-truck operators[2]	19	6.18	5	–	11	11	–	5	21	5	–	5	–	21	–	11	–	–	–	5	–	22	–	–	–	–	65	–	2
Forklift operators	19	6.18	5	–	11	11	–	5	21	5	–	5	–	21	–	11	–	–	–	5	–	–	–	–	–	–	–	–	–
Router operators[2]	7	8.14	–	–	–	–	14	–	–	–	–	29	14	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sanders, machine[2]	22	6.68	9	27	5	32	–	–	–	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	29	–	–	–
Belt	6	7.43	33	–	17	–	–	–	–	–	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	33	–	–	–
Shaper operators, automatic[2]	17	9.24	–	–	–	6	–	–	–	–	–	–	–	–	–	–	–	41	12	–	–	29	–	–	–	–	–	12	
Set up and operate	16	9.51	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	44	13	–	–	31	–	–	–	–	–	13	
Variety-saw operators[2]	18	9.48	–	–	11	17	–	–	–	–	–	–	11	–	6	–	–	–	–	–	11	–	–	–	–	–	–	44	

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

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Table 12. Occupational earnings: Ohio

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 4.50	4.50 and under 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 and over
Assemblers, wood products	570	$6.73	-	4	-	1	29	5	4	1	8	-	14	11	1	1	1	2	3	(2)	2	-	3	8	(2)	1	(2)	-	1
Men	386	6.86	-	5	-	2	29	7	5	(2)	2	-	8	11	1	1	2	3	4	(2)	3	-	4	11	1	1	(2)	-	1
Women	184	6.46	-	-	-	-	29	-	3	3	21	-	27	12	-	-	-	-	-	-	-	-	3	3	-	-	-	-	-
Boring-machine operators	17	7.14	-	47	-	-	-	-	-	-	-	-	-	12	-	6	-	-	-	-	-	-	-	18	-	-	18	-	-
Cut-off saw operators	34	6.17	-	-	29	18	-	-	-	-	12	-	15	-	-	3	-	24	-	-	-	-	-	-	-	-	-	-	-
Men	32	6.16	-	-	31	19	-	-	-	-	6	-	16	-	-	3	-	25	-	-	-	-	-	-	-	-	-	-	-
Gluers, rough stock	36	6.65	[3] 11	-	-	-	11	11	33	-	-	-	14	-	-	-	-	-	-	-	-	-	-	8	-	-	11	-	-
Men	23	7.34	-	-	-	-	17	-	35	-	-	-	17	-	-	-	-	-	-	-	-	-	-	13	-	-	17	-	-
Janitors	10	5.99	-	20	-	-	40	-	-	10	-	10	-	-	10	-	-	-	-	-	10	-	-	-	-	-	-	-	-
Men	9	5.92	-	22	-	-	44	-	-	11	-	-	-	-	11	-	-	-	-	-	11	-	-	-	-	-	-	-	-
Maintainers, general utility[4]	63	8.81	-	-	-	-	-	-	-	-	-	-	16	-	32	-	-	6	-	8	6	-	-	-	13	-	3	-	[5] 16
Millworkers, journeyman	140	9.44	-	-	-	-	-	-	-	1	1	2	8	4	2	4	9	5	1	-	9	-	3	2	-	36	-	-	[6] 13
Men	118	9.84	-	-	-	-	-	-	-	1	-	3	3	1	3	1	10	4	1	-	10	-	3	3	-	42	-	-	15
Molding-machine operators	45	7.13	-	-	-	-	-	-	2	29	2	2	11	18	-	2	-	27	-	-	-	7	-	-	-	-	-	-	-
Men	40	7.19	-	-	-	-	-	-	-	30	-	2	13	17	-	-	-	30	-	-	-	7	-	-	-	-	-	-	-
Set up and operate	43	7.16	-	-	-	-	-	-	-	30	2	2	9	19	-	2	-	28	-	-	-	7	-	-	-	-	-	-	-
Men	39	7.20	-	-	-	-	-	-	-	31	-	3	10	18	-	-	-	31	-	-	-	8	-	-	-	-	-	-	-
Off-bearers, machine	94	6.13	6	-	-	22	21	-	10	-	11	-	18	-	-	3	-	-	-	-	-	-	11	-	-	-	-	-	-
Men	73	6.18	8	-	-	18	23	-	11	-	14	-	8	-	-	4	-	-	-	-	-	-	14	-	-	-	-	-	-
Women	21	5.95	-	-	-	38	14	-	5	-	-	-	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators[4]	13	6.81	-	-	-	-	-	-	-	46	-	-	8	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-
Set up and operate	13	6.81	-	-	-	-	-	-	-	46	-	-	8	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-
Power-truck operators	75	7.03	-	-	-	7	4	-	-	-	3	20	44	-	-	-	8	5	-	-	-	-	-	9	-	-	-	-	-
Men	67	7.06	-	-	-	7	4	-	-	-	-	22	40	-	-	-	9	6	-	-	-	-	-	10	-	-	-	-	-
Forklift operators	75	7.03	-	-	-	7	4	-	-	-	3	20	44	-	-	-	8	5	-	-	-	-	-	9	-	-	-	-	-
Men	67	7.06	-	-	-	7	4	-	-	-	-	22	40	-	-	-	9	6	-	-	-	-	-	10	-	-	-	-	-
Rip-saw operators	26	6.14	-	38	-	-	-	-	-	-	15	-	15	4	-	12	-	15	-	-	-	-	-	-	-	-	-	-	-
Men	24	6.07	-	42	-	-	-	-	-	-	17	-	13	-	-	13	-	17	-	-	-	-	-	-	-	-	-	-	-
Shaper operators, automatic	21	5.26	-	19	-	48	19	-	-	-	-	5	5	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Men	19	5.12	-	21	-	53	21	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Tenoner operators	16	7.64	-	-	-	-	-	-	-	-	13	-	19	19	-	-	-	-	50	-	-	-	-	-	-	-	-	-	-
Set up and operate	15	7.69	-	-	-	-	-	-	-	-	13	-	13	20	-	-	-	-	53	-	-	-	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] All workers were at $4.25 and under $4.50.
[4] Virtually all men.
[5] Workers were distributed as follows: 3 percent at $12.00 and under $12.50 and 13 percent at $12.50 and under $13.00.
[6] All workers were at $12.00 and under $12.50.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

Table 13. Occupational earnings: Oregon

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			Under 5.25	5.25 and under 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00
Assemblers, wood products[2]	58	$7.72	–	–	7	–	12	–	14	7	29	–	2	2	–	3	5	–	–	2	3	–	–	–	14	–	–
Cut-off saw operators	430	8.41	–	–	–	–	3	–	11	–	(3)	(3)	–	2	18	37	(3)	5	15	2	1	–	–	–	–	4	–
Gluers, rough stock	60	9.24	–	–	–	–	–	–	7	–	–	7	7	–	5	8	7	7	–	2	–	40	3	8	–	–	–
Janitors[2]	18	5.54	[4] 44	22	–	–	–	11	6	–	–	–	–	–	–	11	–	–	–	–	–	6	–	–	–	–	–
Maintainers, general utility	73	9.78	–	–	–	–	–	–	–	–	–	–	1	–	5	–	14	11	8	3	25	14	10	–	–	–	10
Men	64	9.94	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	13	9	3	22	16	11	–	–	–	11
Millworkers, journeyman	65	9.99	–	–	–	–	–	–	–	2	9	9	6	5	3	5	2	–	–	–	–	–	–	–	54	6	–
Molding-machine operators	258	8.57	–	–	–	–	3	–	2	3	8	8	(3)	1	28	6	5	(3)	8	2	5	7	12	2	(3)	–	–
Set up and operate	104	9.47	–	–	–	–	5	–	–	4	–	–	–	–	17	–	–	1	11	4	13	10	31	4	1	–	–
Men	87	9.25	–	–	–	–	6	–	–	5	–	–	–	–	21	–	–	1	13	5	15	11	18	5	1	–	–
Operate only	154	7.97	–	–	–	–	3	–	4	2	13	14	1	2	32	10	9	–	6	–	–	5	–	–	–	–	–
Off-bearers, machine	560	7.28	4	–	2	1	2	12	7	1	18	23	7	13	1	2	1	–	–	–	–	5	2	–	–	–	–
Men	395	7.29	6	–	2	2	3	13	6	2	17	18	4	14	1	2	1	–	–	–	–	7	3	–	–	–	–
Planer operators[2]	8	10.10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	13	–	–	50	–	–	13	–	–	25	–
Power-truck operators	217	8.45	–	–	2	–	2	–	–	5	1	–	1	3	44	11	8	1	1	8	–	–	13	–	–	–	–
Forklift operators	217	8.45	–	–	2	–	2	–	–	5	1	–	1	3	44	11	8	1	1	8	–	–	13	–	–	–	–
Rip-saw operators	49	9.28	–	–	–	–	–	–	8	–	–	–	–	–	–	16	24	–	4	–	10	18	10	–	8	–	–
Men	44	9.34	–	–	–	–	–	–	9	–	–	–	–	–	–	14	23	–	5	–	9	20	11	–	9	–	–
Router operators	11	11.18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	36	45	–	18	–
Sanders, machine	46	8.57	–	–	–	–	9	–	–	–	–	–	39	11	4	–	–	–	–	4	24	–	–	–	–	9	–
Belt[2]	15	9.62	–	–	–	–	–	–	–	–	–	–	–	33	7	–	–	–	–	13	20	–	–	–	–	27	–
Other than belt	31	8.06	–	–	–	–	13	–	–	–	–	–	58	–	3	–	–	–	–	–	26	–	–	–	–	–	–
Tenoner operators[2]	23	9.82	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	13	22	9	13	4	9	26	–	–	–
Set up and operate	12	9.26	–	–	–	–	–	–	–	–	–	–	–	–	8	–	–	8	33	17	25	8	–	–	–	–	–
Operate only	11	10.44	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	18	9	–	–	–	18	55	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
[3] Less than 0.5 percent.
[4] All workers were under $4.50.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

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Table 14. Occupational earnings: Pennsylvania

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			4.00 and under 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 and over
Assemblers, wood products	175	$7.14	2	1	–	–	7	17	3	5	13	6	1	3	5	4	4	–	1	3	10	6	2	–	4	3	–
Men	136	7.54	3	1	–	–	1	10	4	5	13	7	1	4	3	4	5	–	1	4	13	7	2	–	5	4	–
Women	39	5.76	–	–	–	–	28	41	–	3	10	–	–	3	10	3	–	–	3	–	–	–	–	–	–	–	–
Cut-off saw operators	8	6.11	–	–	–	–	13	–	38	–	–	13	13	13	13	–	–	–	–	–	–	–	–	–	–	–	–
Men	7	6.18	–	–	–	–	14	–	29	–	–	14	14	14	14	–	–	–	–	–	–	–	–	–	–	–	–
Gluers, rough stock[2]	21	7.09	–	–	–	10	–	–	–	–	5	–	–	–	–	48	38	–	–	–	–	–	–	–	–	–	–
Janitors	19	6.33	5	11	–	5	16	–	5	–	5	–	–	–	–	21	11	–	21	–	–	–	–	–	–	–	–
Men	18	6.40	6	11	–	6	11	–	6	–	6	–	–	–	–	22	11	–	22	–	–	–	–	–	–	–	–
Maintainers, general utility[2]	15	7.93	–	–	–	–	–	–	–	–	13	–	–	13	–	–	7	20	20	7	7	–	13	–	–	–	–
Millworkers, journeyman[2]	75	9.60	–	–	–	–	–	–	–	–	3	–	–	3	–	11	5	1	5	9	–	16	5	17	7	11	7
Molding-machine operators	13	6.34	–	–	31	–	–	8	–	–	–	–	–	8	8	31	8	–	8	–	–	–	–	–	–	–	–
Men	12	6.25	–	–	33	–	–	8	–	–	–	–	–	8	8	25	8	–	8	–	–	–	–	–	–	–	–
Set up and operate	11	6.67	–	–	18	–	–	9	–	–	–	–	–	9	9	36	9	–	9	–	–	–	–	–	–	–	–
Men	10	6.60	–	–	20	–	–	10	–	–	–	–	–	10	10	30	10	–	10	–	–	–	–	–	–	–	–
Off-bearers, machine	19	6.20	–	5	11	–	16	–	5	–	–	11	16	5	–	32	–	–	–	–	–	–	–	–	–	–	–
Men	17	6.34	–	–	12	–	18	–	–	–	–	12	18	6	–	35	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators[2]	37	6.90	–	–	–	3	–	19	–	–	–	5	–	16	3	16	35	–	–	–	3	–	–	–	–	–	–
Forklift operators	37	6.90	–	–	–	3	–	19	–	–	–	5	–	16	3	16	35	–	–	–	3	–	–	–	–	–	–
Rip-saw operators	9	5.58	–	11	–	11	33	11	–	–	–	11	11	–	11	–	–	–	–	–	–	–	–	–	–	–	–
Men	8	5.65	–	13	–	–	38	13	–	–	–	13	13	–	13	–	–	–	–	–	–	–	–	–	–	–	–
Sanders, machine[2]	6	5.85	–	–	–	–	17	17	33	–	–	17	–	–	17	–	–	–	–	–	–	–	–	–	–	–	–
Belt	6	5.85	–	–	–	–	17	17	33	–	–	17	–	–	17	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

Table 15. Occupational earnings: Texas

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50
Assemblers, wood products	642	$5.73	12	1	3	13	1	5	9	12	5	4	2	3	2	3	7	1	(2)	(2)	–	–	–	4	4	–	1	6	–
Men	486	6.17	4	–	2	17	2	5	7	10	4	5	3	3	2	5	9	1	1	(2)	–	–	–	5	5	–	1	7	–
Women	156	4.38	38	4	4	–	1	3	15	19	9	1	2	1	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–
Boring-machine operators	55	6.20	–	–	–	–	–	2	9	9	7	7	9	7	5	7	2	15	15	5	–	–	–	–	–	–	–	–	–
Men	52	6.21	–	–	–	–	–	2	8	10	8	6	10	8	6	8	2	15	13	6	–	–	–	–	–	–	–	–	–
Cut-off saw operators	236	5.12	–	5	6	13	8	4	14	15	8	4	3	4	2	–	–	10	5	–	–	–	–	–	–	–	–	–	–
Men	169	4.94	–	4	7	14	8	5	14	20	10	3	3	3	2	–	–	–	7	–	–	–	–	–	–	–	–	–	–
Women	67	5.57	–	9	1	10	7	3	13	1	3	7	1	6	–	–	–	36	–	–	–	–	–	–	–	–	–	–	–
Gluers, rough stock	129	4.91	–	7	13	11	6	16	12	9	2	5	1	6	1	6	–	–	4	–	2	–	–	–	–	–	–	–	–
Men	96	5.10	–	8	10	9	3	13	11	11	1	5	1	8	1	8	–	–	5	–	3	–	–	–	–	–	–	–	–
Women	33	4.36	–	3	21	15	15	24	12	–	3	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	81	4.54	2	7	7	35	4	11	1	6	2	14	5	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	76	4.55	3	8	5	37	3	11	1	7	3	14	4	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintainers, general utility[3]	68	7.98	–	–	–	–	–	–	–	–	–	7	1	6	7	6	6	4	6	21	3	13	1	–	1	7	–	–	9
Millworkers, journeyman[3]	236	10.73	–	–	–	–	–	–	–	–	–	1	–	3	–	–	(2)	3	–	1	3	1	–	6	6	11	22	13	31
Molding-machine operators	151	6.04	–	–	2	3	5	8	4	6	9	12	5	7	3	10	3	3	3	3	7	4	3	1	–	–	–	–	–
Men	127	6.24	–	–	–	1	5	8	2	6	9	11	6	8	4	12	3	2	3	4	8	5	3	1	–	–	–	–	–
Women	24	5.00	–	–	13	17	4	8	13	4	13	17	–	–	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–
Set up and operate[3]	60	6.91	–	–	–	–	–	–	–	2	8	12	5	10	7	13	2	3	5	3	12	10	7	2	–	–	–	–	–
Operate only	91	5.47	–	–	3	5	8	13	7	9	10	12	5	4	1	8	3	3	1	3	3	–	–	–	–	–	–	–	–
Men	68	5.63	–	–	–	1	9	15	4	10	10	10	7	6	1	10	4	–	1	4	4	–	–	–	–	–	–	–	–
Women	23	4.99	–	–	13	17	4	9	13	4	9	17	–	–	–	–	–	13	–	–	–	–	–	–	–	–	–	–	–
Mortising-machine operators[3]	28	6.04	–	–	–	–	–	–	4	11	18	25	–	4	–	11	4	11	14	–	–	–	–	–	–	–	–	–	–
Off-bearers, machine	364	4.40	13	13	20	8	10	9	5	1	–	1	1	12	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Men	296	4.37	15	16	21	5	7	11	4	1	–	1	1	12	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Women	68	4.54	6	4	13	21	24	3	9	1	–	–	–	13	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators[3]	149	5.38	–	3	8	7	3	9	9	9	9	3	9	9	2	4	6	5	–	5	–	–	–	–	–	–	–	–	–
Forklift operators	149	5.38	–	3	8	7	3	9	9	9	9	3	9	9	2	4	6	5	–	5	–	–	–	–	–	–	–	–	–
Rip-saw operators	119	5.34	–	5	3	2	4	4	4	39	2	6	5	12	6	1	1	1	–	3	3	–	–	–	–	–	–	–	–
Men	99	5.38	–	–	3	2	4	3	5	46	2	4	6	14	1	1	1	1	–	4	2	–	–	–	–	–	–	–	–
Women	20	5.13	–	30	–	–	5	10	–	5	–	15	–	–	30	–	–	–	–	–	5	–	–	–	–	–	–	–	–
Router operators[3]	47	5.62	–	–	–	–	–	4	15	30	13	–	2	15	2	2	2	9	2	–	4	–	–	–	–	–	–	–	–
Sanders, hand:																													
Men	9	4.82	–	–	–	–	22	33	–	44	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sanders, machine	79	5.07	13	8	9	–	6	11	9	5	1	6	9	5	–	4	–	–	5	8	–	–	1	–	–	–	–	–	–
Men	60	5.15	7	–	12	–	8	15	12	5	2	8	12	7	–	5	–	–	7	–	–	–	2	–	–	–	–	–	–
Belt	62	4.95	16	10	11	–	8	–	11	6	2	8	5	6	–	5	–	–	–	10	–	–	2	–	–	–	–	–	–
Men	43	5.02	9	–	16	–	12	–	16	7	2	12	7	9	–	7	–	–	–	–	–	–	2	–	–	–	–	–	–
Shaper operators, automatic	22	5.41	–	–	9	–	9	5	23	14	9	5	14	–	–	–	–	–	–	–	9	5	–	–	–	–	–	–	–
Tenoner operators	45	5.10	–	–	16	4	20	–	16	18	–	4	2	2	2	–	–	2	–	13	–	–	–	–	–	–	–	–	–
Men	39	5.06	–	–	18	5	23	–	13	15	–	5	–	3	–	–	–	3	–	15	–	–	–	–	–	–	–	–	–
Set up and operate	24	5.86	–	–	–	–	4	–	17	33	–	4	4	4	4	–	–	4	–	25	–	–	–	–	–	–	–	–	–
Men	18	6.03	–	–	–	–	6	–	11	33	–	6	–	6	–	–	–	6	–	33	–	–	–	–	–	–	–	–	–
Operate only[3]	21	4.22	–	–	33	10	38	–	14	–	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Traveling-saw operators[3]	17	6.23	–	–	–	–	–	–	–	–	6	–	18	35	24	6	6	–	6	–	–	–	–	–	–	–	–	–	–
Variety-saw operators	100	4.88	6	2	11	14	–	–	23	31	–	–	2	–	–	–	1	3	4	–	–	3	–	–	–	–	–	–	–
Men	73	4.99	8	3	15	3	–	–	18	37	–	–	3	–	–	–	1	4	4	–	–	4	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all men.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

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Table 16. Occupational earnings: Washington State

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			4.00 and under 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 and over
Assemblers, wood products[2]	163	$8.77	1	1	-	1	-	1	2	-	-	2	10	-	2	12	1	1	15	1	2	9	2	1	1	34	-	-	-
Cut-off saw operators	176	8.37	-	-	2	-	-	-	1	1	4	1	1	2	1	11	-	1	1	24	14	30	-	-	-	-	6	-	-
Men	141	8.11	-	-	3	-	-	-	1	1	5	1	1	2	1	14	-	1	1	18	14	37	-	-	-	-	-	-	-
Gluers, rough stock	29	9.18	-	-	-	-	-	-	-	-	3	3	-	-	3	28	-	-	-	3	7	3	-	-	34	14	-	-	-
Men	24	8.94	-	-	-	-	-	-	-	-	4	4	-	-	4	29	-	-	-	4	8	4	-	-	42	-	-	-	-
Janitors	9	7.41	-	33	-	-	11	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	44	-	-	-	-	-
Maintainers, general utility[2]	33	9.18	-	-	-	-	-	-	-	-	3	-	9	12	3	-	-	-	-	-	9	15	18	3	3	3	21	-	-
Millwrights	16	11.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	13	-	-	-	63	-
Molding-machine operators	58	8.75	-	-	-	-	-	-	-	12	2	3	-	10	3	10	-	-	2	-	3	26	7	-	-	-	10	-	[3] 10
Men	52	8.91	-	-	-	-	-	-	-	13	2	4	-	12	4	-	-	-	2	-	4	29	8	-	-	-	12	-	12
Set up and operate[2]	34	10.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	8	44	12	-	-	-	18	-	18
Operate only	24	8.57	-	-	-	-	-	-	-	29	4	8	-	25	8	25	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	18	8.30	-	-	-	-	-	-	-	39	6	11	-	33	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Off-bearers, machine	152	7.06	-	-	5	-	14	2	1	1	1	1	18	11	3	25	-	2	-	1	-	-	5	10	-	-	-	-	-
Men	118	6.45	-	-	6	-	18	2	2	1	2	2	18	14	4	30	-	3	-	1	-	-	-	-	-	-	-	-	-
Planer operators	36	8.29	-	-	-	-	-	-	-	-	19	-	-	-	-	8	17	3	-	-	-	39	-	8	-	-	6	-	-
Operate only	18	7.47	-	-	-	-	-	-	-	-	39	-	-	-	-	6	33	6	-	-	-	-	-	17	-	-	-	-	-
Men	15	6.86	-	-	-	-	-	-	-	-	47	-	-	-	-	7	40	7	-	-	-	-	-	-	-	-	-	-	-
Power-truck operators	95	8.82	-	-	-	-	-	-	-	-	-	-	-	1	-	38	2	1	8	4	4	15	2	-	22	2	-	-	-
Men	79	8.30	-	-	-	-	-	-	-	-	-	-	-	1	-	46	3	1	6	5	5	18	3	-	13	-	-	-	-
Forklift operators	91	8.53	-	-	-	-	-	-	-	-	-	-	-	1	-	40	2	1	9	4	4	15	2	-	19	2	-	-	-
Men	79	8.30	-	-	-	-	-	-	-	-	-	-	-	1	-	46	3	1	6	5	5	18	3	-	13	-	-	-	-
Rip-saw operators	32	8.09	-	6	-	-	-	-	9	-	3	-	22	-	-	-	9	-	3	9	6	-	6	-	6	19	-	-	-
Men	25	8.11	-	8	-	-	-	-	12	-	4	-	16	-	-	-	4	-	4	12	8	-	8	-	-	24	-	-	-
Sanders, machine	26	8.49	-	-	-	-	-	-	-	-	-	-	-	-	4	54	8	-	-	-	4	4	-	15	-	4	8	-	-
Belt	15	8.23	-	-	-	-	-	-	-	-	-	-	-	-	-	73	-	-	-	-	-	-	-	27	-	-	-	-	-
Other than belt	11	8.85	-	-	-	-	-	-	-	-	-	-	-	-	9	27	18	-	-	-	9	9	-	-	-	9	18	-	-
Men	10	8.62	-	-	-	-	-	-	-	-	-	-	-	-	10	30	20	-	-	-	10	10	-	-	-	-	20	-	-
Shaper operators, automatic	15	9.22	-	-	-	-	-	-	-	-	-	-	-	40	-	7	-	-	-	-	-	-	-	-	-	40	13	-	-
Men	14	9.40	-	-	-	-	-	-	-	-	-	-	-	36	-	7	-	-	-	-	-	-	-	-	-	43	14	-	-
Tenoner operators	15	8.35	-	-	-	-	-	-	-	-	7	-	-	20	-	-	7	-	7	27	13	-	-	-	20	-	-	-	-
Operate only	9	8.36	-	-	-	-	-	-	-	-	11	-	-	33	-	-	-	-	11	-	11	-	-	-	33	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
[3] All workers were at $13.00 and under $13.50.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

Table 17. Occupational earnings: Wisconsin

(Percent distribution of production workers in selected occupations in millwork manufacturing establishments by straight-time hourly earnings,[1] September 1984)

Occupation and sex	Number of workers	Average hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
			3.50 and under 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25
Assemblers, wood products	970	$7.19	–	–	–	–	(2)	(2)	(2)	(2)	7	7	5	(2)	3	2	4	39	17	9	8	–	–	–	–
Boring-machine operators	10	7.95	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	20	–	–	80	–	–	–	–
Cut-off saw operators	201	6.96	–	–	–	2	–	2	2	2	2	2	(2)	3	26	6	8	10	10	16	6	–	–	–	–
Gluers, rough stock	102	7.38	–	–	–	–	–	–	–	3	–	–	–	2	2	8	19	22	24	14	4	4	–	–	–
Janitors	43	6.15	2	2	–	9	5	7	12	2	7	–	–	–	–	19	9	5	7	14	–	–	–	–	–
Maintainers, general utility	113	7.48	–	–	–	–	–	–	4	4	–	–	–	–	–	13	4	28	13	6	4	9	14	–	–
Millwrights	44	8.32	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	7	5	36	7	7	32	5
Molding-machine operators	135	7.50	–	3	3	–	–	–	–	–	3	–	3	3	–	7	4	7	–	13	35	13	3	–	3
Set up and operate	101	7.72	–	–	–	–	–	–	–	–	4	–	4	4	–	9	4	8	–	–	43	17	4	–	4
Operate only	34	6.82	–	12	12	–	–	–	–	–	–	–	–	–	–	–	6	6	–	53	12	–	–	–	–
Mortising-machine operators[3]	24	7.85	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	17	4	33	13	25	–	–	–
Off-bearers, machine	236	6.84	–	–	–	3	2	–	–	4	8	3	–	5	8	18	–	35	1	12	1	–	–	–	–
Planer operators[3]	25	7.45	–	–	–	–	–	–	–	–	–	–	4	–	4	12	8	12	20	28	12	–	–	–	–
Set up and operate	19	7.55	–	–	–	–	–	–	–	–	–	–	–	–	–	18	11	18	5	37	16	–	–	–	–
Power-truck operators	198	7.62	–	–	–	–	–	1	–	–	–	–	–	2	5	2	6	21	10	29	25	–	–	–	–
Forklift operators	161	7.63	–	–	–	–	–	1	–	–	–	–	–	2	6	2	7	15	6	30	31	–	–	–	–
Rip-saw operators	71	7.30	–	–	–	–	–	–	–	6	–	1	6	6	1	14	3	8	13	17	20	6	–	–	–
Router operators	21	7.48	–	–	–	–	–	–	–	–	–	–	–	–	–	–	24	14	33	24	5	–	–	–	–
Men	17	7.57	–	–	–	–	–	–	–	–	–	–	–	–	–	–	12	12	41	29	6	–	–	–	–
Sanders, machine	40	7.55	–	–	–	–	–	–	–	–	–	–	–	–	–	10	13	20	20	20	17	–	–	–	–
Men	32	7.52	–	–	–	–	–	–	–	–	–	–	–	–	–	13	16	22	6	22	22	–	–	–	–
Belt	31	7.63	–	–	–	–	–	–	–	–	–	–	–	–	–	13	6	6	26	26	23	–	–	–	–
Shaper operators, automatic[3]	14	8.10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	–	–	64	29	–	–	–
Set up and operate	14	8.10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	–	–	64	29	–	–	–
Tenoner operators	87	7.82	–	–	–	–	–	–	–	–	–	–	–	1	2	1	7	9	18	9	36	14	2	–	–
Set up and operate	60	7.94	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	13	2	–	52	20	3	–	–
Operate only	27	7.56	–	–	–	–	–	–	–	–	–	–	–	4	7	4	–	–	56	30	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Less than 0.5 percent.
[3] Virtually all men.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may include data for subcategories not shown separately or for workers not identified by sex. Dashes indicate no data.

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Table 18. Method of wage payment

(Percent of production workers in millwork manufacturing establishments by method of wage payment,[1] United States, regions,[2] and selected States, September 1984)

Method	United States	Region								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100	100
Time-rated workers	93	100	98	94	93	97	82	96	100	100
Formal plans	71	54	82	79	35	51	76	86	67	88
Single rate	37	3	23	6	11	3	50	12	34	65
Range of rates	34	51	39	73	24	48	26	74	33	23
Individual rates	22	46	35	16	58	45	5	8	33	12
Incentive workers	7	[3]	2	6	8	3	19	4	–	–
Individual piecework	1	[3]	[3]	–	6	1	2	–	–	–
Group piecework	2	–	–	6	2	2	6	–	–	–
Individual bonus	3	–	1	–	[3]	–	11	–	–	–
Group bonus	1	–	2	–	–	–	1	4	–	–

Method	State									
	California	Florida	Illinois	New York	Pennsylvania	Ohio	Oregon	Texas	Washington	Wisconsin
All workers	100	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	97	82	100	100	100	97
Formal plans	81	47	63	48	74	77	97	57	86	94
Single rate	71	38	33	34	38	50	55	4	66	82
Range of rates	10	10	30	13	36	28	42	53	20	12
Individual rates	19	53	37	52	23	5	3	43	14	3
Incentive workers	–	–	–	–	3	18	–	–	–	3
Individual piecework	–	–	–	–	1	10	–	–	–	1
Group piecework	–	–	–	–	–	[3]	–	–	–	2
Individual bonus	–	–	–	–	2	6	–	–	–	–
Group bonus	–	–	–	–	–	2	–	–	–	–

[1] For definition of method of wage payment, see appendix A.
[2] For definition of regions, see footnote 1, table A-1, appendix A.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

Table 19. Scheduled weekly hours

(Percent of production workers in millwork manufacturing establishments by scheduled weekly hours,[1] United States and regions,[2] September 1984

Weekly hours	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100	100
Over 30 and under 35 hours	[3]	–	–	–	1	[3]	–	–	–	–
35 hours	[3]	–	–	–	–	2	–	–	–	–
Over 35 and under 40 hours	2	–	–	–	2	–	5	–	–	3
40 hours	92	71	97	90	87	86	94	85	98	96
Over 40 and under 45 hours	1	10	1	10	2	1	–	–	–	–
45 hours	4	15	–	–	7	9	[3]	15	2	2
Over 45 hours	1	4	2	–	–	2	1	–	–	–

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

Table 20. Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and regions,[2] September 1984)

Shift differential	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift										
Workers in establishments with second-shift provisions	61.7	22.4	40.9	64.4	17.8	29.2	84.4	78.3	57.4	76.1
With shift differential	50.9	18.2	35.3	58.3	9.0	21.7	70.7	31.8	53.1	71.8
Uniform cents per hour	42.1	14.9	20.9	58.3	8.3	14.3	54.8	27.3	46.8	64.7
5 cents	.1	–	–	–	.6	–	–	–	–	–
Over 5 and under 10 cents	.7	–	–	7.3	–	–	.7	–	–	1.1
10 cents	7.8	–	11.3	26.5	–	–	5.8	7.9	22.7	10.9
Over 10 and under 15 cents	3.7	–	–	–	–	–	6.9	–	–	7.4
15 cents	11.0	–	2.0	–	2.8	4.5	19.3	14.0	16.1	11.7
Over 15 and under 20 cents	3.0	–	–	–	–	–	8.5	–	–	2.5
20 cents	5.9	–	5.4	–	–	3.6	8.3	–	–	11.2
Over 20 and under 25 cents	.8	–	–	–	–	–	–	–	–	3.3
25 cents	3.4	–	2.4	24.5	4.9	6.2	1.1	5.4	–	1.3
Over 25 and under 30 cents	4.1	–	–	–	–	–	–	–	8.0	15.1
30 cents	.1	2.1	–	–	–	–	–	–	–	.3
50 cents	1.5	12.8	–	–	–	–	4.2	–	–	–
Uniform percentage	6.8	3.4	14.4	–	.6	7.4	14.6	4.5	.7	1.3
5 percent	.3	–	–	–	–	–	–	4.5	–	–
6 percent	4.1	–	–	–	–	–	14.6	–	–	–
6.5 percent	.9	–	–	–	–	7.4	–	–	–	–
10 percent	1.2	3.4	14.4	–	.6	–	–	–	–	.6
12 percent	.2	–	–	–	–	–	–	–	–	.8
15 percent	[3]	–	–	–	–	–	–	–	.7	–
Other formal paid differential	2.0	–	–	–	–	–	1.2	–	5.5	5.8

See footnotes at end of table.

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Table 20. Shift differential provisions—Continued

(Percent of production workers by shift differential provisions,[1] United States and regions,[2] September 1984)

Shift differential	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Third shift										
Workers in establishments with third-shift provisions	31.4	7.2	4.2	20.7	7.7	7.4	40.5	64.3	28.6	46.0
With shift differential	27.8	7.2	4.2	20.7	7.7	6.8	39.4	17.8	28.6	46.0
Uniform cents per hour	22.5	-	4.2	20.7	7.7	6.8	23.6	17.8	23.0	44.1
10 cents	1.2	-	-	-	-	-	-	7.9	-	2.5
Over 10 and under 15 cents	1.6	-	-	-	-	-	4.8	-	-	1.1
15 cents	3.5	-	-	20.7	-	-	4.5	-	15.4	2.7
Over 15 and under 20 cents	.6	-	-	-	-	-	2.0	-	-	-
20 cents	5.2	-	2.0	-	2.8	-	6.4	4.5	7.6	9.5
Over 20 and under 25 cents	.4	-	-	-	-	-	-	-	-	1.7
25 cents	4.2	-	-	-	4.9	-	3.3	5.4	-	10.0
Over 25 and under 30 cents	.3	-	-	-	-	-	-	-	-	1.3
30 cents	.5	-	2.3	-	-	[3]	.8	-	-	.3
35 cents	4.0	-	-	-	-	3.6	-	-	-	14.6
40 cents	.9	-	-	-	-	3.2	1.6	-	-	-
Uniform percentage	4.2	3.4	-	-	-	-	14.6	-	-	-
9 percent	4.1	-	-	-	-	-	14.6	-	-	-
10 percent	.1	3.4	-	-	-	-	-	-	-	-
Other formal paid differential	1.2	3.9	-	-	-	-	1.2	-	5.5	1.9

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

[3] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

Table 21. Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and regions,[1] September 1984)

Shift differential	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift										
Workers employed on second shift	13.1	0.8	4.2	5.5	3.3	5.7	18.0	17.9	15.2	18.6
Receiving differential	10.1	-	3.1	5.3	.6	3.8	13.6	4.6	13.7	17.7
Uniform cents per hour	8.5	-	3.1	5.3	.6	2.5	9.3	4.6	13.6	17.0
5 cents	-	-	-	-	-	-	-	-	-	-
Over 5 and under 10 cents	.1	-	-	1.9	-	-	-	-	-	-
10 cents	1.5	-	.8	2.3	-	-	.4	1.9	6.7	3.2
Over 10 and under 15 cents	1.0	-	-	-	-	-	1.6	-	-	2.3
15 cents	2.2	-	.3	-	-	.4	4.1	1.5	4.8	2.5
Over 15 and under 20 cents	.6	-	-	-	-	-	1.5	-	-	.7
20 cents	1.4	-	1.4	-	-	.5	1.1	-	-	4.0
Over 20 and under 25 cents	.3	-	-	-	-	-	-	-	-	1.1
25 cents	.4	-	.6	1.0	.6	1.6	-	1.1	-	-
Over 25 and under 30 cents	.9	-	-	-	-	-	-	-	2.0	3.1
30 cents	-	-	-	-	-	-	-	-	-	-
50 cents	.1	-	-	-	-	-	.5	-	-	-
Uniform percentage	1.4	-	-	-	-	1.3	4.3	-	-	-
5 percent	-	-	-	-	-	-	-	-	-	-
6 percent	1.2	-	-	-	-	-	4.3	-	-	-
6.5 percent	.2	-	-	-	-	1.3	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-
12 percent	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-
Other formal paid differential	.2	-	-	-	-	-	-	-	.1	.7

See footnotes at end of table.

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Table 21. Shift differential practices—Continued

(Percent of production workers employed on late shifts by amount of pay differential, United States and regions,[1] September 1984)

Shift differential	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Third shift										
Workers employed on third shift	1.4	–	–	0.2	0.1	0.5	3.9	2.8	0.9	(2)
Receiving differential	1.2	–	–	.2	.1	.4	3.7	1.0	.9	(2)
Uniform cents per hour	.3	–	–	.2	.1	.4	.6	1.0	.9	(2)
10 cents	–	–	–	–	–	–	–	–	–	–
Over 10 and under 15 cents	.1	–	–	–	–	–	.4	–	–	–
15 cents	.1	–	–	.2	–	–	–	–	.9	–
Over 15 and under 20 cents	–	–	–	–	–	–	–	–	–	–
20 cents	.1	–	–	–	–	–	.1	1.0	–	(2)
Over 20 and under 25 cents	–	–	–	–	–	–	–	–	–	–
25 cents	(2)	–	–	–	.1	–	–	–	–	–
Over 25 and under 30 cents	–	–	–	–	–	–	–	–	–	–
30 cents	–	–	–	–	–	–	–	–	–	–
35 cents	(2)	–	–	–	–	(2)	–	–	–	–
40 cents	(2)	–	–	–	–	.3	–	–	–	–
Uniform percentage	.9	–	–	–	–	–	3.1	–	–	–
9 percent	.9	–	–	–	–	–	3.1	–	–	–
10 percent	–	–	–	–	–	–	–	–	–	–
Other formal paid differential	–	–	–	–	–	–	–	–	–	–

[1] For definition of regions, see footnote 1, table A-1, appendix A.
[2] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

Table 22. Paid holidays

(Percent of production workers in millwork manufacturing establishments with formal provisions for paid holidays, United States and regions,[1] September 1984)

Number of paid holidays	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	97	100	100	100	99	91	98	99	96	97
Under 4 days	1	–	–	–	4	3	–	–	3	[2]
4 days	[2]	–	–	3	–	[2]	–	–	–	–
5 days	5	–	–	–	28	11	–	–	3	1
5 plus 1, 2, or 3 half days	[2]	–	–	–	–	2	–	–	–	1
6 days	11	3	6	10	25	15	3	11	20	13
6 plus 1, 2, or 3 half days	1	–	3	–	–	6	–	–	1	2
7 days	11	18	16	6	19	12	17	10	12	1
7 plus 1, 2, or 3 half days	3	–	1	–	–	6	6	4	4	–
8 days	13	18	6	25	14	16	6	10	32	18
8 plus 1, 2, or 3 half days	1	–	–	–	1	–	3	–	–	–
9 days	15	20	16	27	4	16	23	7	10	11
9 plus 1, 2, or 3 half days	2	9	1	–	–	[2]	–	–	–	6
10 days	17	28	22	30	5	4	25	10	2	19
10 plus 1, 2, or 3 half days	1	–	2	–	–	–	3	–	–	–
11 days	11	4	19	–	–	1	11	47	–	11
12 days	4	–	6	–	–	–	–	–	8	13
13 days	[2]	–	3	–	–	–	–	–	–	–
14 days	[2]	–	[2]	–	–	–	–	–	–	–

[1] For definition of regions, see footnote 1, table A-1, appendix A.
[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

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Table 23. Paid vacations

(Percent of production workers in millwork manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] September 1984)

Vacation policy	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100	100
Method of payment										
Workers in establishments providing paid vacations	99	100	99	100	98	99	99	99	99	100
Length-of-time payment	90	100	97	100	97	99	67	99	99	100
Percentage payment	9	-	1	-	1	-	32	-	-	-
Amount of vacation pay[2]										
After 1 year of service:										
Under 1 week	(*)	-	-	-	-	-	1	-	-	-
1 week	81	87	88	91	82	81	60	96	93	94
Over 1 and under 2 weeks	4	-	1	-	-	-	13	-	-	-
2 weeks	9	13	10	9	16	18	10	3	5	4
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	1	3
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-
After 2 years of service:										
1 week	55	43	54	34	62	54	51	27	79	66
Over 1 and under 2 weeks	6	11	5	39	8	1	10	2	2	-
2 weeks	32	47	40	27	28	44	19	70	17	31
Over 2 and under 3 weeks	1	-	-	-	-	-	4	-	-	-
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	1	3
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-
After 3 years of service:										
1 week	12	23	5	6	34	34	5	-	30	(*)
Over 1 and under 2 weeks	5	11	2	3	2	1	7	2	2	-
2 weeks	71	62	88	55	61	61	52	97	67	96
Over 2 and under 3 weeks	6	4	2	-	-	2	21	-	-	-
3 weeks	(*)	-	1	-	-	-	-	-	-	1
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	1	3
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-
After 4 years of service:										
1 week	10	23	4	6	34	34	2	-	19	-
Over 1 and under 2 weeks	4	11	2	39	2	1	4	2	2	-
2 weeks	70	62	89	55	61	61	56	51	78	96
Over 2 and under 3 weeks	10	4	2	-	-	2	22	47	-	-
3 weeks	(*)	-	1	-	-	-	-	-	-	1
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	1	3
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-
After 5 years of service:										
1 week	6	4	-	-	19	30	1	-	3	-
Over 1 and under 2 weeks	(*)	7	-	-	-	1	-	2	2	-
2 weeks	63	78	80	89	71	58	54	38	72	67
Over 2 and under 3 weeks	13	4	12	-	1	3	27	47	-	2
3 weeks	12	6	6	11	7	6	2	13	22	29
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	1	3
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-

See footnotes at end of table.

Table 23. Paid vacations—Continued

(Percent of production workers in millwork manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] September 1984)

Vacation policy	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Amount of vacation pay[2]—Continued										
After 8 years of service:										
1 week	6	4	-	-	19	30	1	-	3	-
Over 1 and under 2 weeks	(3)	7	-	-	-	-	-	-	-	-
2 weeks	44	78	74	89	69	55	31	24	63	25
Over 2 and under 3 weeks	12	-	13	-	1	2	25	47	-	2
3 weeks	28	6	9	11	9	12	25	28	32	57
Over 3 and under 4 weeks	2	4	2	-	-	-	2	-	1	3
4 weeks	4	-	-	-	-	-	-	-	-	14
Over 4 and under 5 weeks	4	-	-	-	-	-	15	-	-	-
After 10 years of service:										
1 week	6	4	-	-	17	27	1	-	3	-
2 weeks	20	72	21	48	55	29	3	10	32	9
Over 2 and under 3 weeks	3	-	9	-	1	1	8	-	3	-
3 weeks	52	15	63	52	19	38	51	78	41	69
Over 3 and under 4 weeks	7	4	3	-	-	-	20	-	1	4
4 weeks	8	4	2	-	5	2	2	10	18	18
Over 4 and under 5 weeks	4	-	-	-	1	-	15	-	-	-
After 12 years of service:										
1 week	6	4	-	-	17	27	1	-	3	-
2 weeks	19	61	18	48	55	27	3	6	32	9
Over 2 and under 3 weeks	2	-	5	-	1	1	4	-	3	-
3 weeks	49	26	67	44	19	39	52	36	41	68
Over 3 and under 4 weeks	11	-	6	-	-	-	21	47	1	4
4 weeks	9	9	2	9	5	4	3	10	18	19
Over 4 and under 5 weeks	4	-	-	-	1	-	15	-	-	-
After 15 years of service:										
1 week	6	4	-	-	17	27	1	-	3	-
2 weeks	17	43	14	42	55	26	1	6	30	9
Over 2 and under 3 weeks	1	-	2	-	-	1	2	-	3	-
3 weeks	43	45	65	47	19	36	44	36	32	52
Over 3 and under 4 weeks	7	-	3	-	-	-	11	47	1	4
4 weeks	14	9	15	11	6	8	16	10	21	20
Over 4 and under 5 weeks	3	-	-	-	1	-	9	-	-	-
5 weeks	4	-	-	-	-	-	-	-	8	16
Over 5 and under 6 weeks	4	-	-	-	-	-	15	-	-	-
After 20 years of service:										
1 week	6	4	-	-	17	27	1	-	3	-
2 weeks	17	43	12	42	55	26	1	6	27	9
Over 2 and under 3 weeks	1	-	2	-	-	-	2	-	3	-
3 weeks	29	36	53	20	13	17	25	29	21	43
Over 3 and under 4 weeks	1	-	2	-	-	-	1	-	1	3
4 weeks	25	18	22	29	8	26	28	54	25	19
Over 4 and under 5 weeks	5	-	4	-	1	-	14	-	-	2
5 weeks	12	-	3	9	3	2	11	10	19	25
Over 5 and under 6 weeks	4	-	-	-	-	-	15	-	-	-

See footnotes at end of table.

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Table 23. Paid vacations—Continued

(Percent of production workers in millwork manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] September 1984)

Vacation policy	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Amount of vacation pay[2]—Continued										
After 25 years of service:[4]										
1 week	6	4	-	-	17	27	1	-	3	-
2 weeks	16	39	12	42	50	26	1	6	27	9
Over 2 and under 3 weeks	1	-	2	-	-	-	2	-	3	-
3 weeks	29	39	49	20	18	16	25	29	21	43
Over 3 and under 4 weeks	1	-	-	-	-	1	1	-	1	3
4 weeks	17	16	27	29	9	26	17	7	15	12
Over 4 and under 5 weeks	7	-	3	-	1	-	10	47	-	2
5 weeks	13	2	6	9	3	2	20	10	21	17
Over 5 and under 6 weeks	5	-	-	-	-	-	19	-	-	-
6 weeks	5	-	-	-	-	[3]	2	-	8	14

[1] For definition of regions, see footnote 1, table A-1, appendix A.

[2] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may include changes that occurred between 5 and 8 years.

[3] Less than 0.5 percent.

[4] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

Table 24. Health, insurance, and retirement plans

(Percent of production workers in millwork manufacturing establishments with specified health, insurance, and retirement plans,[1] United States and regions,[2] September 1984)

Type of plan	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance	90	65	89	94	82	94	97	96	90	83
Noncontributory plans	73	37	85	87	70	57	76	93	48	77
Accidental death and dismemberment insurance	71	59	72	75	60	59	73	82	75	77
Noncontributory plans	57	32	68	68	53	42	50	79	35	71
Sickness and accident insurance or sick leave or both[3]	68	51	75	95	42	42	91	83	69	57
Sickness and accident insurance	51	40	51	85	33	24	72	83	57	35
Noncontributory plans	39	22	47	78	26	12	43	81	41	33
Sick leave (full pay, no waiting period)	16	24	29	-	7	20	23	-	6	17
Sick leave (partial pay or waiting period)	3	-	-	-	4	-	1	6	6	6
Long-term disability insurance	9	-	5	-	1	13	12	47	-	(4)
Noncontributory plans	8	-	5	-	1	11	10	47	-	(4)
Hospitalization insurance	96	88	100	100	89	94	98	100	89	95
Noncontributory plans	68	56	95	93	64	58	54	92	42	80
Surgical insurance	96	88	100	100	89	94	98	100	89	95
Noncontributory plans	68	56	95	93	64	58	54	92	42	80
Medical insurance	95	88	100	100	79	94	98	100	89	95
Noncontributory plans	67	56	95	93	56	58	54	92	42	80
Major medical insurance	95	88	98	100	89	94	96	100	93	95
Noncontributory plans	68	56	94	93	64	58	54	92	42	80
Dental insurance	48	16	64	63	18	23	33	73	60	78
Noncontributory plans	37	7	64	63	14	13	17	68	35	65
Retirement plans[5]	64	59	75	31	32	54	80	68	57	67
Pensions	54	43	73	21	30	29	65	67	56	64
Noncontributory plans	51	43	70	21	30	24	60	67	46	63
Severance pay	9	15	3	10	2	25	15	2	1	2

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] For definition of regions, see footnote 1, table A-1, appendix A.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Less than 0.5 percent.

[5] Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

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Table 25. Other selected benefits

(Percent of production workers in millwork manufacturing establishments with formal provisions for selected benefits,[1] United States and regions,[2] September 1964)

Benefit	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Workers in establishments with provisions for:										
Funeral leave	65	79	91	54	40	44	89	84	40	52
Jury-duty leave	61	65	44	83	37	54	82	87	45	50
Technological severance pay	4	-	12	21	1	2	6	3	-	-
Cost of living adjustments	7	-	4	-	3	-	10	49	-	1
Based on BLS Consumer Price Index	7	-	4	-	-	-	10	49	-	1
Based on other measure	(3)	-	-	-	3	-	-	-	-	-

[1] For definition of items, see appendix A.
[2] For definition of regions, see footnote 1, table A-1, appendix A.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in manufacturing millwork (SIC 2431 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Separate auxiliary units such as central offices were excluded.

Establishments studied were selected from those employing eight workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Products

Classification of establishments by product was based on the principal type of product manufactured. For example, if 60 percent of the total value of an establishment's production was doors and 40 percent was windows, all workers in that establishment were considered as producing doors.

Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, each establishment was given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as a single physical location where industrial operations are performed. An establishment is not necessarily identical with a company, which may consist of one establishment or more.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Production workers

The term "production workers" includes working supervisors and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, professional, and technical personnel, and force-account construction employees, who are used as a separate work force on the firm's own properties, are excluded.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas, or yearend bonuses, and other nonproduction bonuses.

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers, if any, were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

The *median* designates position; that is, one-half of the employees surveyed received more than this rate and

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one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Metropolitan Statistical Areas (MSA's) as defined by the U.S. Office of Management and Budget through June 1983. Except in New England, an MSA is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or a central urbanized area of at least 100,000. Counties contiguous to the one containing such a city are included in an MSA if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining MSA's.

Labor-management agreements

Separate wage data are presented, where possible, for establishments that had (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Shift provisions and practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Establishment practices and supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summary of vacation plans is limited to formal arrangements and excludes informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and Social Security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost.

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However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[1] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance includes plans designed to cover employees for services which go beyond those covered under hospitalization, medical, and surgical insurance. Major medical plans typically have deductibles and require copayments, and frequently have maximum benefits. Comprehensive plans, which cover all expenses with neither deductibles nor copayments, are not considered as including major medical insurance.

Dental insurance, for purposes of this survey, covers routine dental work such as fillings, extractions, and x-rays. Excluded are plans which cover only oral surgery or accidental injury.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

Cost-of-living adjustments. Data relate to formal plans for adjustments to wages in keeping with changes in the BLS Consumer Price Index or some other measure.

[1] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

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Table A-1. Estimated number of establishments and employees within scope of study and number studied, millwork industry, September 1964

Region[1] and State	Number of establishments[2]		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied[3]
			Total[4]	Production workers	
United States	1,039	374	63,672	50,419	41,148
New England	46	24	1,620	1,190	1,194
Middle Atlantic[5]	95	47	4,565	3,260	2,823
New York	36	15	1,481	1,090	975
Pennsylvania	30	20	1,190	891	946
Border States	20	9	2,549	2,057	1,873
Southeast[5]	186	61	6,819	5,184	3,260
Florida	42	24	1,614	1,215	1,247
Southwest[5]	141	50	7,979	6,209	5,167
Texas	104	29	6,706	5,320	4,232
Great Lakes[5]	176	58	17,730	13,861	12,901
Illinois	47	14	1,701	1,137	982
Ohio	42	15	2,863	2,090	1,689
Wisconsin	34	16	5,913	4,933	4,586
Middle West	69	17	4,382	3,371	3,143
Mountain	75	41	3,167	2,485	2,548
Pacific[5]	231	67	14,861	12,802	8,219
California	134	30	7,190	5,987	3,131
Oregon	47	18	5,003	4,644	3,311
Washington	48	17	2,629	2,143	1,738

[1] The regions used in this study include *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

[2] Includes only those establishments with 8 workers or more at the time of reference of the universe data.

[3] Data relate to total employment in establishments actually visited.

[4] Includes executive, professional, office, and other workers in addition to the production worker category shown separately.

[5] Includes data for States in addition to those shown separately.

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Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary workers.

The titles and 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, one SOC code (7432: Router and planer machine setup operator) includes five of the jobs used in this survey of manufacturers of millwork products. Therefore, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Assembler, wood products

(Door assembler, sash assembler)

(772: Assembler)

Assembles and fastens together wooden parts or assemblies to form sections or complete millwork articles. Work involves the following duties: Glues and drives tenons of precut wood parts into mortises of other parts to assemble wood products, such as window sashes, door frames, or boxes; brushes glue on tenons or into mortises; places wood parts on work table according to specified pattern; inserts mullions between stiles and rails for multipane windows and fastens them with glue. May insert wedges into mortises to fasten parts together. may also operate clamp machine to squeeze tenons into mortises.

Boring-machine operator

(7439: Miscellaneous woodworking machine setup operator)

Operates a single- or multiple-spindle boring machine to bore holes in wooden parts. Work also may involve examining blueprints, drawings, or samples and written specifications to ascertain size, type, and setting of boring tools, stops, jigs, and guides to be used; and adjusting spindle locations and stops to regulate spacing and depth of bore.

Cut-off saw operator

Cut-off-saw operator, treadle operated; swinging-cut-off-saw operator)

(7633: Sawing machine operator and tender)

Operates a swinging or treadle-operated cut-off saw to cut wooden stock to desired lengths; grades and cuts stock to best advantage, eliminating knots and other defects.

Gluer, rough stock

(Clamp-carrier operator; glue-clamp-machine operator; glue-press operator; glue-rack operator; glue-wheel operator; glueman; revolving-press operator; rotary-clamp operator; squeezer operator)

(7639: Miscellaneous woodworking machine operator and tender)

Applies glue to edges or surfaces of wooden pieces to be joined; assembles and clamps the glued boards into a press until the glue has set or hardened. May also prepare glue.

Janitor

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

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Lathe operator, automatic

Swing-type-lathe operator; wood turning-lathe operator, etc.)

(7431: Lathe and turning machine setup operator)

Operates swing-type (rotary cutting) lathe to cut round wooden articles such as posts or dowels. For wage study purposes, workers are classified as follows:

Set up and operate—selects and installs proper cutting heads; inserts and clamps stock between turning centers; and moves lever to swing rotating stock against cutters until shaping is completed. May also feed stock into machine.

Operate only—feeds stock into machine.

Maintainer, general utility

(6179: Mechanic and repairer, not elsewhere classified)

Keeps in repair the machines, mechanical equipment, and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical). Involves the duties and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a *combination of the following:* Planning and laying out of work relating to repair of buildings, machines, and mechanical equipment; installing, aligning, and balancing new equipment; repairing buildings, floors, or stairs as well as making and repairing bins, cribs, and partitions.

Millworker, journeyman

(7639: Miscellaneous woodworking machine operator and tender)

(7439: Miscellaneous wooodworking machine setup operator)

Operates one or more of the production machines in a millwork plant, either alone, following stock through the complete millwork process, or as a member of a production team, operating any machine required to complete cutting of millwork items. May operate any one or all machines to complete a particular task, including, but not limited to, boring, sawing, molding, sanding, planing, and shaping.

Millwright

(6178: Millwright)

Installs new woodworking machines or heavy equipment, such as power-line shafts and belts, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following:* Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

Molding-machine operator

(7435: Shaping and joining machine setup operator)

Operates a machine that planes wooden boards or strips on all sides and shapes item to required cross section. Molding-machine operators may be classified on the basis of whether they: Operate only—by feeding stock into machine; or set up and operate—by cutting or grinding knives and blades, and positioning them to perform the appropriate cuts. Setup operators may also be required to operate molding machines. For wage survey purposes, workers are classified as follows:

Set up and operate

Operate only

Mortising-machine operator

(Chain mortiser operator; chisel-mortiser operator; louver-mortiser operator)

(7432: Router and planer machine setup operator)

Operates machine to cut mortise slots in wooden parts. Includes operators of machines that automatically space and cut mortises in stiles for insertion of slabs to form louvered doors and windows.

Off-bearer, machine

(Catcher; machine tailer; tailer)

(8725: Machine feeder and offbearer)

Catches or receives wooden parts as they come off the discharge end of a machine; piles products or loads materials on conveyor or truck for transfer elsewhere.

Planer operator

(Facer operator; planer; surface operator; woodplaner operator)

(7432: Router and planer machine setup operator)

Operates a single or double surface planer to level off irregularities and cut a smooth surface on rough stock, reducing it to specified thickness. Planer operators may be classified on the basis of whether they: *Operate only* by feeding stock into the machine or *set up and operate* by adjusting table for depth of cut and thickness of stock, adjusting pressure bar, inserting, guiding, and checking stock, and changing dull blades. Includes matcher and sizer operations. For wage study purposes, planer operators are classified as follows:

Set up and operate

Operate only

Power-truck operator

(8318: Industrial truck and tractor equipment operator)

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Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of power truck, as follows:

Forklift operator
Power-truck operator (other than forklift)

Rip-saw operator

(Band-rip-saw operator; circular-rip-saw operator)

(7633: Sawing machine operator and tender)

Operates a rip-sawing machine to cut lumber with the grain to specified widths, feeding each piece into roller, adjusting roller speed according to hardness of wood.

Router operator

(Router; router-machine operator)

(7632: Router and planer machine operator and tender)

(7432: Router and planer machine setup operator)

Cuts and shapes various designs in wooden stock by machine. Work involves *most of the following:* Clamps and tightens bit in chuck of machine; inserts pin in guide hole of machine table; places groove of jig over guide pin and adjusts table for depth of cut and sets table stops; starts machine and feeds stock.

Sander, hand

(7758: Hand grinding and polishing occupation)

Smooths by hand surfaces and edges of boards, or other wooden articles, including assembled products, before application of finishing materials. Work involves using sand or emory paper, steel wool, etc. May also use portable sanding machine to complete certain phases of work. However, workers who *primarily* use a portable sanding machine to accomplish their duties are excluded.

Sander, machine

(7634: Sanding machine operator and tender)

Smooths surfaces and edges of boards or other wooden articles or milled stock with fixed or portable sanding machine. For wage survey purposes, workers are classified by type of machine, as follows:

Belt
Other than belt

Shaper operator, automatic

(Sizer operator, automatic)

(7432: Router and planer machine setup operator)

Operates a machine to form quantities of like, irregularly shaped wooden parts from roughly shaped blanks. Shaper operators, automatic, may be classified on the basis of whether they: *Operate only*—by feeding and guiding stock through machine, or *set up and operate*—by selecting, grinding, and installing proper cutters and spindles; setting and locking pattern in place; setting stops and clamps to hold blank properly in bed of machine; laying blank over pattern; and starting machine. Setup operators may also feed stock into machine. For wage survey purposes, workers are classified as follows:

Set up and operate
Operate only

Shaper operator, hand

(Detail-shaper operator; frazer-machine operator; shaping-machine operator; variety-molder operator; wood-shaping operator)

(7432: Router and planer machine setup operator)

Operates a hand shaping machine to cut designs of irregular shape in the surface of straight, curved, or irregular shaped pieces of wood by feeding stock against rotating blocks, using template or freehand manipulation to produce shape desired. For wage survey purposes, workers are classified as follows:

Set up and operate
Operate only

Tenoner operator

(Saw-and-chuck-machine operator; double-tenoner-machine operator; single-end-tenoner operator; tenon-machine operator)

(7439: Miscellaneous woodworking machine setup operator)

Operates a machine that cuts tenons on wooden parts for assembling into complete units. For wage survey purposes, workers are classified as follows:

Set up and operate
Operate only

Traveling-saw operator

(Panel-saw operator)

(7633: Sawing machine operator and tender)

Operates a saw which moves along a fixed track, either horizontally or vertically, between two sheets of plywood or other sheet material, to edge sheets for a flush fit. Selects sawing blades, adjusts bed for holding stock, adjusts table for angle or depth of cut, and moves sawing blade along track to cut stock.

Variety-saw operator

(Combination saw operator; universal saw operator)

(7633: Sawing machine operator and tender)

Operates adjustable circular saw to perform such operations as ripsawing, cross cutting, beveling, grooving, and mitering. Selects sawing blade, adjusts table for angle or depth of cut, and feeds stock into saw.

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Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Bulletins that are out of stock are available for reference at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

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